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This report on the history of sabbatical leave and present practices in that area should be helpful to institutions engaged in the initiation or modification of faculty leave policies. The findings are based primarily on information secured from reference librarians, historians, archivists, or other responsible officials of the 72 institutions selected for study.

Appendix materials, which account for over half of the report's 77 pages, include details of methods of present study, extracts from institutional letters and reports, details of present sabbatical leave practices of 48 pioneer institutions, and an annotated bibliography.

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Origin Early History and Current Practices

U. S. DEPARTMENT OF HEALTH, EDUCATION AND WELFARE
Office of Education

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Sabbatical Leave in American Higher Education

Origin Early History and Current Practices

by

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and

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U.S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
Anthony J. Celebrezze, *Secretary*

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Foreword

GRANTING sabbatical leave as a stimulus to scholarly growth and as a broadening of outlook appeared among the earliest fringe benefits provided faculty members by institutions of higher education in the United States. Until a few decades ago the practice was followed unevenly by fewer than a hundred endowed colleges and universities and by only a very few State universities. In most of these institutions, also, eligibility was restricted to limited segments of the total faculty.

In recent years granting leave with pay has become much more widespread, both as to the number of institutions engaging in the practice, and as to the extension of eligibility within the faculty. Considerations other than the sabbatical principle now tend to govern such grants, though they continue to be referred to as sabbatical leaves. With college enrollments doubling in a decade and programs expanding apace, it will not be possible for our graduate schools to supply the needed complement of fully trained teachers. Consequently, many young college teachers will need paid leaves of absence for advanced inservice graduate study.

This report on the history of sabbatical leave and present practices in that area should be helpful to institutions engaged in the initiation or modification of faculty leave policies. The findings are based primarily on information secured from reference librarians, historians, archivists, or other responsible officials of the 72 institutions selected for study. It is evident from the replies to inquiries addressed to these individuals that in many, perhaps most, cases, the requested information had never before been sought and that it often necessitated extensive search of early unpublished documents covering many years. Special appreciation is expressed to these cooperating individuals for their efforts in furnishing the requested information.

Students of the history of higher education in the United States will find this to be a definitive history of early sabbatical leave practices, derived from primary sources.

R. ORIN CORNETT,
Acting Assistant Commissioner for Higher Education.

1. Earliest Institutions to Introduce Sabbatical Leave

WHICH American institution of higher education was the first to establish a system of sabbatical leave for its faculty members? What other institutions initiated such systems in early years? What were some of the significant factors and variations involved in the early development of systems of sabbatical leave? It is the purpose of this first section of the present study to answer these questions.

There is little doubt that the first American institution of higher education to establish a definite system of sabbatical leave for its faculty was Harvard University, more than 80 years ago, in 1880. Two others, Cornell University and Wellesley College, established such systems in the middle 1880's; and seven more before the end of the century. Thus, there were a total of at least 10 institutions of higher education which had recognized systems of sabbatical leave at the close of the 19th century.

At least 40 more colleges and universities inaugurated such systems in the first two decades of the 20th century, making a total of 50 which may properly be designated as "pioneer" institutions with reference to sabbatical leave, since they adopted such systems before 1920. (The reason for the adoption of 1920 as a key date for such a classification will appear later.)

The inauguration of the system at Harvard University was one of the numerous innovations made by President Charles W. Eliot in his 40 years as president, beginning in 1869. In his annual report for the academic year 1879–80, he stated that previous experience of some two decades of unsatisfactory experimentation with leave of absence for faculty members had led to the plan adopted that year.[1]

Columbia University established its system of sabbatical leave in 1890 and Brown University in 1891. Five other institutions followed in the later years of the decade—Amherst College, Dartmouth College, and Stanford University, all privately controlled, and two State universities—California and Illinois.

These 10 institutions may therefore be given credit as the earliest pioneers in this phase of collegiate personnel policy, which has become increasingly important and more widely prevalent in recent years.

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[1] See appendix II, No. 1.

The case of Wellesley College, third in order by date, is noteworthy for several reasons. It was the first college for women to have such a system. It was also the first institution to have a system definitely financed by a special gift designated for the purpose. This gift was due to the interest of a single individual, Professor E. N. Horsford, one of the outstanding benefactors of the College.[2]

[2] For details regarding this early gift, see appendix II, No. 3. Eben Norton Horsford (1818–93) graduated in 1838 as a civil engineer from Rensselaer Polytechnic Institute. After practice of his profession in the United States and 3 years of study in Europe, in 1847 he was made professor of chemistry at Harvard, where he taught for 16 years. He resigned in 1863, however, becoming president of the Rumford Chemical Works, Providence, R.I. He was president of the Board of Visitors of Wellesley College from its establishment in 1877, only 2 years after the opening of the college, until his death in 1893, showing great interest in the development of the institution. For further information concerning this unusual man see his biography in the *Dictionary of American Biography*, vol. 9, pp. 236–37; or in the *National Encyclopedia of American Biography*, vol. 6, pp. 155–56.

2. Definition and Purpose of Sabbatical Leave

BEFORE the results of this study are reported in greater detail, it is desirable to consider more explicitly the meaning of the term "sabbatical leave." Good's *Dictionary of Education* defines it as follows:

> A plan for providing teachers with an opportunity for self-improvement through a leave of absence with full or partial compensation following a designated number of years of consecutive service (originally after six years).[1]

From the early years of their existence, colleges have granted leaves of absence, with or without full or partial salary, at irregular intervals to individual professors for a variety of special purposes; but such a sporadic practice is quite different from an established system. *Sabbatical leave*, as defined above, involves three essential elements: (1) purpose, (2) compensation, and (3) a definite period of prior consecutive service in the institution.

As will appear later, in various quotations from the officers of the different institutions studied, the period of prior service is most frequently 6 years, sometimes 7, and occasionally 10. Sometimes the grant is made to full professors only; but usually associate professors and assistant professors are included, while instructors benefit from it less frequently. The compensation most often is full salary for a half-year or half-salary for a full year; but occasionally two-thirds salary, or even full salary for a full year, and other variations are found.

Whatever the compensation, however, it is not to be considered as delayed salary for services already rendered, but as an investment in the future improvement of the institution granting it. Thus, sabbatical leave includes a fourth element, not specifically stated in Good's definition—although implied in the term "self-improvement"—a definite obligation for the recipient to return to his institution for further service to it for at least 1 year, and in some cases for a longer period.

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[1] Carter V. Good, *ed., Dictionary of Education.* New York: McGraw-Hill Book Co., Inc., 1959. Revised ed., p. 424. Other equivalent terms found in the literature and in the practice of different institutions are "sabbatic leave," "sabbatic furlough," "sabbatical leave of absence," and "sabbatical year." The latter term is dropping out of use because in many cases the period of sabbatical leave is for a half-year rather than a full one.

This point of view of the express purpose of sabbatical leave, going beyond self-improvement alone, is so important, historically as well as today, that it may be emphasized by quoting two early statements from institutions included in the present study.

From a report of a Committee of the Trustees of Columbia University, made in 1907:

> The practice now prevalent in Colleges and Universities of this country of granting periodical leaves of absence to their professors was established not in the interests of the professors themselves, but for the good of university education. University teaching must be progressive; it requires on the part of the teaching body, as it were, a periodical refurbishing of its equipment. It is not merely national, it is international; contact with other institutions, with specialists of other countries, with methods of acquiring and imparting knowledge in vogue elsewhere, which cannot be obtained during the summer vacation, as this is a period of rest practically everywhere, is for the real University teacher an intellectual and practical necessity.[4]

This group of trustees may have been somewhat optimistic in referring to "the practice now prevalent" in 1907, but their statement of principles underlying the system is as sound today as it was when made more than a half-century ago.

Fifteen years later, in 1922, a Special Committee on Sabbatical Leave at Dartmouth College expressed itself thus:

> The purpose of the sabbatical leave is to render the recipient more useful to the college as a teacher, as an investigator, or as an administrator. Leaves of absence are in nowise to be regarded as increased vacation periods, as primarily opportunities for increased financial advantage to the instructor, or as due him upon the ground solely of length of service. They are investment of college funds designed to increase the efficiency of the teaching force. . . . Sabbatical leave when properly used is so advantageous to the College and to the professor that a definite obligation rests upon the latter to foresee and plan for the use of his opportunities.[5]

A wide variety of local limitations and special conditions are frequently stated, and at times the system has been suspended or modified under unusual conditions, especially during wartime or periods of economic depression, but the essentials named above—purpose, compensation, prior period of service, and obligation to return—should be found before it is appropriate to say that an institution has a "*system*" of sabbatical leave.

The concept of "sabbatical" in its earliest historical usage was not educational, but agricultural. Its origin is found in early Jewish

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[4] See appendix II, No. 4.
[5] See appendix II, No. 7.

law as formulated by Moses.[6] Even earlier than this historical record, however, is a pertinent Jewish legend referred to by the Roman writer, Pliny the Elder. In Book 31 of his *Historiae Naturalis* he tells of an ancient river in Media, named Sabbation, which flowed for 6 days, but rested the seventh.

The relationship of agricultural theory to collegiate theory, both historical and legendary, is thus stated by Murphy:

> The origin of the term, of course, is from the Jewish sabbatical year, in which the fields were to lie fallow, at rest. In the terminology of agriculture, fallow land is plowed, tilled, the weeds kept down, but no crop raised. So the professor plows and tills himself, but is not expected to produce a crop of students that year. . . . In ancient Hebrew legend there was a Sabbatical River, which flowed earnestly six days, and on the seventh it rested. When that river is found, and the legend verified, every professor will receive a sabbatical.[7]

It is to be hoped, however, that every professor in American institutions of higher education will have the advantages of a sabbatical year without waiting for the discovery of the legendary stream.

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[6] "And the Lord spake unto Moses in Mount Sinai, saying, Speak unto the children of Israel, and say unto them, When ye come into the land which I give you, then shall the land keep a sabbath unto the Lord. Six years thou shalt sow thy field, and six years thou shalt prune thy vineyard, and gather in the fruit thereof: But in the seventh year shall be a sabbath of rest unto the land, a sabbath for the Lord: thou shalt neither sow thy field nor prune thy vineyard."—*Leviticus*, 25: 1–4 (King James version). *See also* Exodus, 23: 10–11. "Sabbatical" is derived from the Hebrew "sabat," meaning "rest." In connection with the Biblical seventh day of rest, it has acquired the connotation of "seventh."

[7] Murphy, Richard. Appendix IV, 1959.

3. Previous Historical Studies

A FEW PUBLISHED STUDIES of sabbatical leave in American colleges and universities offer some historical data—unfortunately not always complete or accurate. The earliest summary regarding it appears to be a brief reference by the U.S. Commissioner of Education in his annual report for 1904:

> A number of institutions, including Harvard, Columbia, and Brown Universities, the Universities of Illinois and California, and Wellesley and Randolph-Macon Woman's College, have established systems of sabbatical leaves of absence. Under these systems professors are entitled to a leave of absence one year out of seven, usually on half-pay. The University of California, however, allows two-thirds pay.[8]

The present study shows that six of the seven institutions named by the Commissioner of Education established their systems of sabbatical leave in the 19th century. The seventh, Randolph-Macon, began in 1903. In addition to those cited by the Commissioner were Cornell, Amherst, Dartmouth, Stanford, Beloit, and Oberlin, all of which had established their systems before the date of his report.

Cooper, in his doctoral dissertation at the University of Cincinnati, says:

> The first written statement of a sabbatical leave plan was found to be that formulated by Harvard College in 1880. . . . Ten years later (1890) Wellesley College, of Massachusetts, began the practice. By 1900 five other institutions were granting sabbatical leave, thus making a total of seven plans by the beginning of the twentieth century. These seven are distributed according to institutional control as follows: public teachers college, 1; public college and university, 1; sectarian, 1; and nonsectarian, 4.[9]

The present study shows that Wellesley initiated its system in 1886, not 1890. Cooper does not mention Cornell, which adopted its system in 1885. Unfortunately, neither in his published abstract nor in the manuscript dissertation, does Cooper name the "five other institutions;" nor does he identify them further other than by the rather unusual classification quoted above.[10] The total number, seven, is the same as that given by the Commissioner of Education, but that they

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[8] Harris, William T. Appendix IV, 1904.

[9] Cooper, Lewis B. Appendix IV, 1931.

[10] "We have checked most carefully the dissertation by Lewis B. Cooper, but could not find the names and dates of the 'five other institutions.' . . . There is no footnote reference. . . . It was impossible to find the source used by the author." (*Letter of May 11, 1961, from Kornel Hucos, Reference Librarian, University of Cincinnati, Ohio.*)

are not the same institutions is shown by the fact that the Commissioner's list does not include any public teachers college. A study of 107 public teachers colleges made in 1946 [11] says that the earliest one to adopt a system of sabbatical leave did so in 1917.

Hartung in his later doctoral dissertation in 1952 states:

> By the beginning of the twentieth century only seven plans were in operation, and they were found in the graduate and nonsectarian institutions.[12]

As his authority for this statement, Hartung gives Dr. Cooper's dissertation, quoted above. It may be noted, however, that Cooper does not claim that there were "only seven"; nor does his classification warrant the classification given by Hartung. The present study shows at least 10 institutions with systems of sabbatical leave before the beginning of the 20th century.

Bennett and Scroggs,[13] in 1932 secured dates of establishment of systems of sabbatical leave from 87 institutions. None was reported as dating from the 19th century. The earliest had existed for 30 years and the median length of time was 7 years.

Of the numerous other studies made of sabbatical leave in different groups of institutions, as indicated in the bibliography of appendix IV, no others, at least in their published reports, give any significant consideration to the historical aspects of the subject. They are essentially status studies.

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[11] Bosley, Howard E. Appendix IV, 1946.
[12] Hartung, Bruno. Appendix IV, 1952.
[13] Bennett, Henry G., and Scroggs, Schiller. Appendix IV, 1932.

4. Method of Present Study

THE THREE QUESTIONS stated in the first paragraph of this study were originally posed to the authors by the officials of a national educational organization. The authors were unable to answer the questions and could not find any adequate and reliable consideration of them in the published literature of higher education. In order to meet the hitherto unmet need reflected by the original queries the present study was undertaken.

Although the study was initiated primarily as a historical one, during the time it was under way the feeling arose that a useful purpose might be served also by summarizing the present policy and practice regarding sabbatical leave in the 50 pioneer institutions that had inaugurated such a system before 1920, and thus by now had gained almost a half-century or more of experience. Section 9 and appendix III report the results of this supplementary research.

A preliminary search of various indexes and reference works on higher education failed to reveal any systematic study of the subject in its historical aspects.[14] A considerable number of status studies have been made during the past 40 years, but most of them refer only incidentally, if at all, to the historical aspects of the subject. The most important of these studies are listed in an annotated bibliography, appendix IV.

Two lists of institutions of higher education claiming to have systems of sabbatical leave before 1920 were found: one in Monroe's *Cyclopedia of Education*,[15] the other one made by the National Research Council in 1919.[16] These two lists overlap somewhat, and the authors of the present study rejected some names for reasons to be stated later in appendix I; but from them a single composite list of 68 American colleges and universities was compiled. The names of three colonial colleges, not found in either list, were added, making at that time a total of 71 institutions to be studied. (See p. 9 for explanation of final total of 72.)

[14] Nothing was found under "sabbatical leave," "leave of absence," or related topics in Poole's *Index* covering periodical literature from 1802 to 1906. The comprehensive index to the 27 volumes of Barnard's *American Journal of Education* from 1855 to 1881 showed nothing. Only one article was found in the first 50 volumes of the *Educational Review*, which began publication in 1891, and that article dealt chiefly with sabbatical leave for public school teachers.

[15] Monroe, Paul. Appendix IV, 1913.

[16] Barrows, Albert L. Appendix IV, 1919.

Presumably the resultant composite list would include most, if not all, of the institutions which can reasonably be considered as the pioneers in the establishment of collegiate systems of sabbatical leave in the United States. Further details regarding the two basic lists, names and classification of the institutions occurring in them, and method of study of them are given in appendix I.

After preliminary search for historical and other pertinent information available in research libraries concerning these institutions and their possible early sabbatical leave policies, a personal inquiry was sent to the reference librarian in each institution. Supplementary correspondence ensued with many of the institutions. By May 15, 1961, informative replies had been received from all. Since the reply from the Montana State College indicated that Montana State University also had a sabbatical leave system,[17] the final total of institutions for the present study became 72.

Many, if not most, of the replies to the letters requesting information indicated that it had never before been sought. The replies also indicated that the necessary research was often an extensive one among early unpublished minutes and other board-of-trustee records among supplementary institutional documents—many of them spanning a long period of years.

A few of the results stated are subject to possible modification because of the uncertainty of some institutional correspondents regarding early developments and records in their institutions. These uncertainties are usually reflected in the extracts from their letters in appendix II.

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[17] Appendix II, No. 33.

5. Fifty Pioneer Institutions

OF THE 72 INSTITUTIONS STUDIED, evidence was found that 50 had established systems of sabbatical leave before 1920, and 12 after 1919. Ten reported that they had never had any such system.

In the case of 16 of the 50 institutions comprising the pioneer group, the evidence was insufficient to establish the initial date exactly, but it was at least as early as the date given. If the reply from the university officer was definitely at variance with the evidence of the 1919 National Research Council study, his reply was accepted as determinative. But in 11 cases where his reply was indefinite or uncertain as to date, the National Research Council study was accepted as establishing the fact that the institution had a system in 1919 or earlier.

The information given by the university officers in some cases was difficult to interpret in terms of specific dates. Accordingly, pertinent extracts from their letters, supplemented by data from the National Research Council study and other sources, are given in appendix II, where the 72 institutions are numbered to correspond with the numbers used in the list below. A perusal of those letters will give the reader much additional significant information regarding various aspects of the origin and early use of sabbatical leave that cannot be included in the main part of this study.

The following chronologically arranged list of the 72 institutions of higher education composing the study shows that 10 of them established systems of sabbatical leave during the 19th century, 40 during the 20th century by 1919, and 12 more from 1920 on. The last 10 institutions on this list are those found by the study as not having a system in existence in 1961.

Institution	*Year sabbatical leave established*
1. Harvard University, Massachusetts	1880
2. Cornell University, New York	1885
3. Wellesley College, Massachusetts	1886
4. Columbia University, New York	1890
5. Brown University, Rhode Island	1891
6. Amherst College, Massachusetts	1898
7. Dartmouth College, New Hampshire	1898
8. Stanford University, California	*1899
9. University of California	1899
10. University of Illinois	1900

*Or earlier.

Institution	Year sabbatical leave established
11. Barnard College, New York	1902
12. Beloit College, Wisconsin	1902
13. Oberlin College, Ohio	1903
14. Randolph-Macon Woman's College, Virginia	1903
15. Western Reserve University, Ohio	1905
16. Williams College, Massachusetts	1905
17. Carleton College, Minnesota	1906
18. Wells College, New York	*1906
19. University of Missouri	*1907
20. Yale University, Connecticut	1907
21. Tufts University, Massachusetts	*1908
22. University of Arizona	1908
23. Miami University, Ohio	1909
24. Simmons College, Massachusetts	1909
25. Bryn Mawr College, Pennsylvania	1910
26. Smith College, Massachusetts	1910
27. Princeton University, New Jersey	1911
28. Bowdoin College, Maine	1912
29. Ohio Wesleyan University	*1913
30. University of Hawaii	1913
31. Boston University, Massachusetts	1914
32. Montana State College	1914
33. Montana State University	1914
34. University of Wyoming	1914
35. Utah State University	1914
36. Alma College, Michigan	1915
37. Colorado State College	1915
38. University of Kentucky	1917
39. University of Minnesota	1918
40. Howard University, Washington, D.C	1919
41. Berea College, Kentucky	*1919
42. Grinnell College, Iowa	*1919
43. Gustavus Adolphus College, Minnesota	*1919
44. Lake Forest College, Illinois	*1919
45. Middlebury College, Vermont	*1919
46. North Dakota State University	*1919
47. University of Rochester, New York	*1919
48. University of Utah	*1919
49. Vassar College, New York	*1919
50.† Wesleyan University, Connecticut	*1919
51. Howard College, Alabama	*1920
52. Clark University, Massachusetts	1924
53. Northwestern University, Illinois	1924
54. Mount Holyoke College, Massachusetts	1925
55. Colgate University, New York	Before 1930
56. Syracuse University, New York	1930

*Or earlier.

†These first 50, or "pioneer" institutions, include only 20 of the 32 on the 1913 lists in the *Cyclopedia of Education*, 29 added from the lists in the 1919 National Research Council study, and 1 (Yale University) from the colonial colleges not otherwise listed.

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Institution	*Year sabbatical leave established*
57. College of Wooster, Ohio	1945
58. University of Colorado	1946
59. Springfield College, Massachusetts	1949
60. Trinity College, Connecticut	1949
61. Colorado College	1960
62. Lawrence College, Wisconsin	"Recently"
63. California Institute of Technology	*
64. College of William and Mary, Virginia	*
65. Ripon College, Wisconsin	*
66. Rose Polytechnic Institute, Indiana	*
67. Rutgers University, New Jersey	*
68. State University of Iowa	*
69. Swarthmore College, Pennsylvania	*
70. University of Akron, Ohio	*
71. University of Georgia	*
72. University of Pennsylvania	*

*No system in existence in 1961.

6. Publicly Controlled Institutions

OF THE ENTIRE GROUP of 50 pioneer institutions, 15, or 30 percent, were publicly controlled:[18]

Institution	*Year sabbatical leave established*
University of California	1899
University of Illinois	1900
University of Missouri	*1907
University of Arizona	1908
Miami University	1909
University of Hawaii	1913
Montana State College	1914
Montana State University	1914
University of Wyoming	1914
Utah State University	1914
Colorado State College	1915
University of Kentucky	1917
University of Minnesota	1918
North Dakota State University	*1919
University of Utah	*1919

* Or earlier.

Regarding this type of institution the writer of the *Cyclopedia of Education* article comments:

> In the public mind, however, especially in states where the pioneer struggle is unforgotten, the idea of the sabbatical year is not readily accepted. It is considered an unjustified luxury, and for this reason the practice is gaining only the first foothold in state and municipal institutions. In this matter, tax-supported institutions reflect their sensitiveness to the popular sentiment of their constituents.[19]

That their constituencies have gradually come to accept the plan as a legitimate use of tax money is indicated in part by the fact that the two institutions having sabbatical leave by 1900 had increased to 15 by 1920; that in 1946 at least 40 State teachers colleges had some plan of sabbatical leave;[20] that in 1947 at least 29 land-grant colleges had such a system;[21] and that in 1958 the number of land-grant colleges and State universities having a system had reached 45.[22] In

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[18] Of the 2,028 institutions of higher education listed in the U.S. Office of Education's *Education Directory, 1960–61—Part 3, Higher Education*, 35 percent were publicly controlled.

[19] Monroe, Paul. Appendix IV, 1913.

[20] Bosley, Howard E. Appendix IV, 1946.

[21] Reubsam, Edith. Appendix IV, 1947.

[22] Stickler, W. Hugh. Appendix IV, 1958.

Iowa, however, it is still considered probably illegal for a publicly controlled institution to grant sabbatical leave.[23] In the case of a territorial institution (College of Hawaii) it was ruled in 1914 that the use of Federal funds to pay the salaries for sabbatical leaves was permissible.[24]

It is of special interest that the University of Hawaii, of all those studied in this monograph, makes sabbatical leave compulsory. An extract from the University's current regulations reads:

> The location of the University of Hawaii some 2,000 miles from the nearest other institutions of higher learning makes it necessary that members of the faculty periodically take sabbatical leaves in order to maintain their position with the University. . . . Sabbatical leave shall be taken for a period of 12 months on half pay or six months on full pay by faculty members. . . . Where the taking of sabbatical leave will cause an undue hardship, the Board of Regents will consider requests, in writing, by individuals due for sabbatical leave and handle them on a case by case basis.

[23] State University of Iowa. Appendix II, No. 68.
[24] University of Hawaii. Appendix II, No. 30.

7. Institutions for Women

OF THE ENTIRE GROUP of 50 pioneer institutions, 8 were colleges for women:

Institution	*Year sabbatical leave established*
Wellesley College	1886
Barnard College	1902
Randolph-Macon Woman's College	1903
Wells College	*1906
Simmons College	1909
Bryn Mawr College	1910
Smith College	1910
Vassar College	*1919

* Or earlier.

The special gift to make sabbatical leave possible, already mentioned, accounts for the early position of Wellesley on this list.

Two years after it first acquired a separate faculty in 1900, Barnard adopted the policy of Columbia University. Before that date it had utilized the Columbia faculty.[25]

Randolph-Macon Woman's College, it is worth observing, adopted a plan of sabbatical leave almost 60 years before one was adopted by the parent institution, Randolph-Macon College for Men.[26]

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[25] Barnard College. Appendix II, No. 11.
[26] Appendix II, No. 14.

8. Organizational Studies

AT LEAST three national organizations sponsored detailed studies of sabbatical leave in colleges and universities during the two decades following the publication of Monroe's *Cyclopedia of Education.*

The first of these organizations was the newly established National Research Council's Division of Educational Relations. In response to a questionnaire sent by its Director, Albert L. Barrows, to 580 institutions, replies were received from 313, of which 99 reported some form of sabbatical leave. For a classification of these replies, see appendix I. This study also found that the actual number of faculty members on sabbatical leave during 1919–20 among these 99 institutions was 166, or about 4 percent of their total teaching force.[27]

The second organization was the Association of American Colleges. In 1921 at its seventh annual meeting it authorized a Commission to study the subject of "Sabbatic Leave." The Commission made three reports (1922, 1923, and 1924) based primarily on 328 replies to questionnaires sent to 590 institutions. Of these, 58 had official policies of sabbatical leave and 70 others reported use of it in special cases.[28]

The third organization was the American Association of University Professors, which maintained a "Committee on Systems for Sabbatical Years" (Committee K) for more than a decade.[29] After some

[27] Barrows, Albert L. Appendix IV, 1919.

[28] The original Commission of five members was organized under the chairmanship of Walter D. Scott, of Northwestern University. He was soon succeeded by W. A. Neilson, of Smith College; and he in turn by Otis E. Randall, of Brown University, who made the three published reports of the Commission. See Randall, Otis E., appendix IV, 1922, 1923, 1924. The Commission was last listed by the Association in November 1924.

[29] At the December 1920 meeting of the Association, the Council reported the appointment of a new Committee on "Plans for Sabbatical Years." (*AAUP Bulletin,* 7:10, January–February 1921). The first committee, known thereafter as Committee K, consisted of 12 members, Joseph Jastrow, University of Wisconsin, chairman. The illness of Professor Jastrow prevented him from serving effectively, but he suggested pooling of resources and study of the subject with the similar Commission of the Association of American Colleges. In 1924 the personnel of the Committee was published, but with the chairman "awaiting appointment." (*AAUP Bulletin,* 10:80, March 1924.) The vacancy was filled later by the appointment of F. N. Scott, University of Michigan, who made a report at the 1925 meeting. He was succeeded as chairman by O. J. Campbell, also of the University of Michigan, under whom a very extensive questionnaire study was carried out based on replies from 409 institutions. This report gave the names of 185 institutions reporting systems of sabbatical leave and various details concerning them (see appendix IV, 1931). After this very detailed study, there appeared to be no reason to continue the Committee, and so it was dropped from the list of Association Committees published in 1933.

delay on account of the illness of the first chairman, it made a preliminary report in 1925.[30] Its most detailed and significant report was made in 1931,[31] after which the Commission was discontinued.

The first doctoral dissertation to consider the subject of sabbatical leave was written at Teachers College, Columbia University, in 1928.[32] The first one to be devoted entirely to the subject was written at University of Cincinnati in 1932.[33]

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[30] Scott, Fred N. Appendix IV, 1925.
[31] Campbell, Oscar J. Appendix IV, 1931.
[32] Linscheid, Adolph. Appendix IV, 1928.
[33] Cooper, Lewis B. Appendix IV, 1931.

9. Summary of Present Sabbatical Leave Practices of 48 Pioneer Institutions

ALTHOUGH this study is concerned primarily with the origin and early history of sabbatical leave in American colleges and universities, it may be of some interest to consider the present practices of the group of pioneer institutions which have had the longest experience with this form of faculty welfare—many of them for a half-century or more. The information concerning the present sabbatical leave practices of these 48 institutions came from the reference librarians' answers to a question [34] in the letter addressed to them by the authors of the present study.

Two of the original group of 50 "pioneer" institutions no longer have systems of sabbatical leave. Alma College discontinued its system about 1925.[35] Princeton University has substituted a "quota" system, which it feels is superior to its former system of sabbatical leave. It is characterized as follows:

> The quota system, rather than a sabbatical arrangement, has been used here since World War II with the strong support of the faculty. It has encouraged sound personnel development by the departments with the use of leaves to build up and sustain effective manpower. We believe firmly in a teacher-scholar balance in our faculty and constantly encourage growth in both aspects of the faculty member's capabilities. For 1961–62, 60 members of the 3 professorial ranks of our faculty will be on leave for 1 term or both.[36]

Leaves at Princeton are financed in part from regular university funds, in part by special funds secured for the purpose from Foundations and other agencies. In departments having 6 to 10 members of professorial rank one member normally is on leave with full salary for 1 term, or with half-salary for 1 year. For departments with more than 10 such members, 2 or 3 may be absent each year.

The 48 institutions that currently have systems of sabbatical leave answered the question concerning current practice with such variation in the amount of detail that the following report is not complete, nor is it entirely comparable for the institutions concerned. It is only a summary of the information furnished. More detailed

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[34] See p. 29.
[35] Alma College. Appendix II, No. 36.
[36] Personal letter from J. Douglas Brown, Dean of the Faculty, June 27, 1961.

statements, giving names of institutions reporting on various phases of current policy and practice, will be found in appendix III.

Purpose

Most of the 48 institutions state the purpose of their sabbatical leave, the phrasing and emphasis differing considerably in specific cases. Although many of them indicate that the purpose is to permit study, research, or other forms of improvement of the faculty members, they tend to stress that the ultimate purpose is not so much the welfare of the individual for his own sake, but his increased capacity for usefulness to the institution. Statements of purpose of 29 institutions will be found in appendix III.

Eligibility: Rank

Most frequently sabbatical leave is open to assistant professors, associate professors, and full professors, this being the policy reported by 20 institutions. Fifteen make it open to all instructional ranks. In five it is open to professors and associate professors. Two limit it to professors only, but one of them says that "associate professors may be considered." Usually the privilege is limited to the instructional staff, but a few provide for its extension to administrative officers also, under special circumstances.

Eligibility: Period of Service

A distinct majority of the 48 institutions, 36 in all, require 6 years of service before an individual becomes eligible for sabbatical leave. A few require that the 6 years shall have been as an assistant professor or one of higher rank. One requires 7 years of prior service; another, 10 years. A few other variations and qualifications are found.

Other Eligibility Requirements

Eight institutions state restrictions on the age or approaching retirement of a faculty member. Among them: He must not be older than 60 or 62 years; he must be able to teach 2 years after his return before retirement; leave will not be granted within 5 years of retirement age. One specifies that in addition to years of service the faculty member "must have a proper and satisfactory record of performance as a teacher, as a counselor, and as a citizen in the college community."

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Period of Leave and Salary

Twenty-two of the 48 institutions offer the option of 1 year of leave at half-salary or one-half year of leave at full salary. Ten institutions apparently grant leave only for the full year at half-salary, except under unusual circumstances. One gives three-fifths salary for the year, one two-thirds salary, and three a generous three-fourths salary for the full year.

Restrictions on Service and Salary

A variety of restrictions on types of service in which a person may engage when on sabbatical leave are stated. Details are given in appendix III. The most common restriction is that the individual may not engage in remunerative service elsewhere, although fellowships and other research grants are usually permitted. Cornell University is much less restrictive in its policy, permitting salaried service elsewhere, if the president judges it will prove valuable to the University. The Cornell statement is worth quoting:

> *Appropriate Activities While on Sabbatic.* In contrast to other institutions which limit additional remuneration that might be earned during sabbatical leave, Cornell bases its decision on the possibilities for the staff member to enhance his value to the university upon his return. Consequently, the president might be justified in approving teaching elsewhere, especially if such an experience were to be abroad and could be expected to contribute significantly to acquiring useful ideas and practices. Likewise, it might be appropriate to work on research contracts at other institutions or to work in industry or government, provided the activity offered experience consistent with the sabbatic privilege. In no case will the leave be granted primarily for the purpose of augmenting incomes: the benefit to the university must be uppermost in the considerations leading to the president's approval. Employment on research contracts at Cornell University while on sabbatical leave normally will not be approved.[27]

Use of Time

Much variation is found among other restrictions on use of an individual's time when on sabbatical leave. One institution says that the time must be used "in studying for advanced degrees, in taking post-doctoral study or equivalent activities;" while another, by contrast, states that "work toward a graduate degree is not permitted." A third permits sabbatical leave "in no case for study or creative work of any sort under the tutelage, direction, teaching, or super-

[27] Statement furnished with letter identified in appendix II, No. 2.

vision of some other person or persons." Two institutions insist that the period of leave shall not be used for purposes of recreation. For the unique "Sabbatical in Residence" at the University of California, see the last paragraph of No. 9, appendix II.

Advance Submission of Plans

At least 14 institutions require that detailed plans for the period of sabbatical leave shall be submitted in advance for the approval of appropriate authorities.

Formal Approval Requirements

Many of the institutions require formal approval of the proposal for sabbatical leave, most frequently by the president and board of trustees (six cases), but in some instances by the dean, department head, executive committee, research committee, sabbatical leave committee, or State board of education.

Obligation to Return

A definite obligation to return to teaching at the institution, usually for at least 1 year, is implied by most institutions and explicitly stated by at least 14. The early system in force at the University of Missouri was disrupted and suspended for several years when a professor broke his contract upon his return from a year of sabbatical leave and took a position at once in another university. For further details, see appendix II, No. 19.

Obligation to Report Upon Return

A report upon the year's activities while on sabbatical leave, formal or informal, is required by at least 15 institutions. Two require that it must be in detailed form, suitable for publication. Two others state that the report will be filed and given consideration for future leave requests or for possible promotion in rank or salary.

10. Studies of Special Types of Institutions

SEVERAL STUDIES of sabbatical leave in special types of institutions have been made and published, at least in summary form, during the past two decades. These studies may be useful to individuals having particular interest in such groups. The principal ones are the following: [38]

State Teachers Colleges
Bosley, in 1946.
Kessell and Muse, in 1951.

Negro Colleges and Universities
Lloyd and Walker, in 1948.

Institutions Having Active Speech Programs
Murphy, in 1959.

State Universities
McCordock, in 1957.

Land-Grant Colleges
Reubsam, in 1947.

State Universities and Land-Grant Institutions
Stickler, in 1958.

Because of the recency and comprehensive character of the Stickler study, and the fact that it is available only in mimeographed form, Mr. Stickler's summary of conditions in 45 institutions having sabbatical-leave systems is quoted below. He states that the following conditions apply:

1. In three institutions out of five, sabbatical leave provisions apply to all academic ranks. Instructors are excluded from sabbatical leave benefits in one-third of the 45 state universities and land-grant institutions.
2. In general, sabbatical leave is not automatic. The faculty member must apply for it in advance and receive approval through regular channels.
3. Generally speaking, sabbatical leave may be approved for the following types of activities: (a) study, research, and/or professional writing; (b) approved travel; and, less frequently, (c) treatment of illness, recuperation, and/or rest. The activity must show promise of enhancing the faculty member's value to his institution upon his return.
4. In a majority (62%) of the 45 institutions, sabbatical leave time may be used for graduate study toward an advanced degree. In several of the institutions which permit this practice, however, there are restricting conditions.

[38] See full list, with annotations, in appendix IV.

5. The 45 institutions which have sabbatical systems are characterized by a wide variety of programs. The most common practice is to allow after six years of service one year of sabbatical leave at 50% of the annual salary. In many institutions the faculty member is given a choice between this plan and one semester of sabbatical leave at full pay.

6. In four cases out of five the college or university teacher is required to render further service to his institution following a period of sabbatical leave. Usually this required period of post-sabbatical-leave service is one year.

7. In lieu of returning to his institution for the stipulated period of service following a period of sabbatical leave the faculty member may, in most cases, refund the amount paid him while on leave.

8. Four out of five institutions having such systems plan no changes in their sabbatical leave programs. They find their present programs "thoroughly satisfactory" or "reasonably satisfactory."

9. Among the 45 institutions having sabbatical leave systems, 27 colleges and universities supplied information concerning the costs of operating their programs. Five of these 27 institutions indicated no additional cost at all. At the other extreme, one institution set the cost at $125,000 for 1956–57, another at $120,000. The mean figure for all 27 institutions supplying information on the item, including those which indicated no cost, was $27,000. The mean figure for the 22 institutions which indicated actual expenditures was $33,603.

Generally speaking, sabbatical leave programs involve budgetary problems. Lack of funds has undoubtedly kept many institutions which would otherwise welcome systems of sabbatical leave from establishing such programs. In other institutions programs of sabbatical leave have been made totally inoperative or have been sharply curtailed by lack of funds. . . . In spite of budgetary and other difficulties many major state universities and land-grant colleges insist upon operating systems of sabbatical leave as integral parts of their total institutional programs. These institutions show no inclination toward doing away with their sabbatical leave programs either as budgetary measures or because they find the programs unsatisfactory. On the contrary, these institutions apparently see sufficient value in their programs to be determined to maintain and improve them.

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Appendix I

Details of Method of Present Study

AS ALREADY stated, the present study is based primarily upon information obtained by personal correspondence with institutions named in two early sources, Monroe's *Cyclopedia of Education* (1913) and a National Research Council questionnaire study (1919), supplemented by a list of the colonial colleges established before 1776. Further information concerning these sources and the methods of using them are given in this appendix.

1. Monroe's Cyclopedia of Education

Containing an article on sabbatical leave by an unnamed writer, Monroe's *Cyclopedia of Education* was written almost half a century ago. It names 32 institutions of higher education as having systems of sabbatical leave at the time of the *Cyclopedia's* publication. Although there is no assurance that the author intended this group to include all such institutions at the time of writing (in fact further study shows that it did not), it is the earliest list of its kind that has been found. Therefore it seemed to be the best available starting point for a more detailed study of the subject.

The *Cyclopedia* article distinguished two groups of institutions. The first group was defined as follows: "The most usual practice is to grant to professors, assistant professors, or adjunct professors, a leave of one year in seven at half salary." (The grade of associate professor did not come into common use until later.) In this group the following 24 institutions were named, with supplementary details concerning the systems operating in 10 of them:

Amherst College
Beloit College
Boston University
Bowdoin College
Brown University
Bryn Mawr College
Carleton College
Columbia University
Harvard University
Iowa College[1]

[1] Now Grinnell College.

Miami University
Northwestern University
Oberlin College
Randolph-Macon College[3]
Ripon College
Stanford University
University of California
University of Illinois
University of Minnesota
University of Missouri
University of Wooster[3]
Vassar College
Wellesley College
Williams College

The *Cyclopedia* article further says: "A second group of institutions has followed a practice of granting leaves by giving to the absent professor the difference between his salary and the amount necessary to employ a substitute. . . . In most cases the plan has not commended itself, for it lowers the teaching efficiency of an institution, the substitute being secured at a lower cost." In this group it named the following:

Colorado College
Mount Holyoke College
Rose Polytechnic Institute
Trinity College
Tufts College[4]
University of Georgia
Wells College
Western Reserve University

The 32 institutions included in the 2 groups were located in 17 States, Massachusetts leading with 7. Only six of them were publicly controlled institutions. Six were colleges for women. It may be noted that Cornell (1885) and Dartmouth (1898) were not included (although they had established systems of sabbatical leave in the 19th century), nor were Yale (1907) and Arizona (1908).

2. National Research Council Study of 1919

After individual letters of inquiry had been written to all of the institutions mentioned in the *Cyclopedia*, one of the authors of the present study succeeded in locating the confidential mimeographed report of the questionnaire study made by the National Research

[3] Randolph-Macon Woman's College was intended. See No. 14, appendix II.
[4] Now College of Wooster.
[4] Now Tufts University.

Council in 1919.[5] This is doubtless the first extensive questionnaire study made of sabbatical leave. It states that 230 of the 580 institutions to which questionnaires were sent answered the three questions on sabbatical leave. Mr. Barrows classified 99 of the 230 as having some type of sabbatical leave, and arranged them in the following order:

Group	*Number of institutions*
A. One year in 7 or 8, with full pay	4
B. One year in 7 or 8, with half pay	37
C. One year in 7 or 8, but absentee provides substitute	5
D. One year in 10	5
E. Miscellaneous systems	32
F. Individual cases on their merits	16
Total	99

An examination of the explanatory notes accompanying the data on each institution, however, shows that none of the 16 institutions in class F and not more than 11 of those in class E can be considered as having anything approximating sabbatical leave as defined in this study. Examples of institutions rejected from class E are those having such notes as the following: "occasionally," "few cases," "one man, others on war duty," "occasionally after 4 to 10 years with no pay," "upon request in few cases," "no definite system," and "sometimes." There remained, however, in the 4 earlier groups and a selection from group E, a total of 36 institutions not mentioned in the *Cyclopedia* article that seemed to warrant further study. They were the following:

Alma College, Michigan
Barnard College, New York
Berea College, Kentucky

[5] This report (Barrows, A. L., appendix IV, 1919) is attributed to Mr. Barrows by Randall (see Randall, Otis E., appendix IV, 1923), but his name does not appear on the copy which apparently is the only one extant anywhere—that contained in the Council's archives. A 2-page summary of portions of this report appeared in the *Association of American Colleges Bulletin* for April 1923 as part of the report of that Association's Commission referred to earlier.

The material on sabbatical leave in the Council's report consists of only the answers to three questions included in an extensive questionnaire covering many phases of research facilities and problems in American colleges and universities of the period. The latter part of the report contains many frank, often critical, letters concerning limitations on research in the institutions represented by the writers. This doubtless accounts for the fact that the report as a whole was made a "confidential" one and that it was probably sent only to the respondents in the cooperating institutions and not to reference libraries. Since the portion dealing with sabbatical leave was purely factual, it need not have been designated confidential even at the time of its compilation.

The present officers of the Council have given the authors of this study freedom to use the 15-page section of it dealing with sabbatical leave. The summary of it, furnished by Mr. Barrows at a later period to the chairman of the Committee of the Association of American Colleges (appendix IV, 1923), says there were 102 institutions instead of the 99 originally reported. The slight discrepancy is probably accounted for by the fact that three additional institutions sent in delayed answers after the original report was mimeographed.

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Clark University, Massachusetts
Colgate University, New York
College of Hawaii [6]
Colorado State Teachers College [7]
Cornell University, New York
Dartmouth College, New Hampshire
Gustavus Adolphus College, Minnesota
Howard College, Alabama
Howard University, District of Columbia
International YMCA College,[8] Massachusetts
Lake Forest College, Illinois
Lawrence College, Wisconsin
Middlebury College, Vermont
Montana College of Agriculture and Mechanics Arts [9]
Municipal University of Akron,[10] Ohio
North Dakota Agricultural College [11]
Ohio Wesleyan University
Princeton University, New Jersey
Simmons College, Massachusetts
Smith College, Massachusetts
Swarthmore College, Pennsylvania
Syracuse University, New York
Throop College of Technology [12]
Utah Agricultural College [13]
University of Arizona
University of Colorado
University of Iowa [14]
University of Kentucky
University of Pennsylvania
University of Rochester, New York
University of Utah
University of Wyoming
Wesleyan University, Connecticut

It is noteworthy that the National Research Council study did not include Harvard, Yale, Bowdoin, Bryn Mawr, Carleton, or Randolph-Macon, all of which had systems of sabbatical leave in operation even before 1913. Perhaps these institutions were among those that did not reply to the sabbatical leave questions of the Council's questionnaire.

3. Colonial Colleges

In addition it was felt that the old established institutions which dated their origin from before the Revolutionary War might well be

[6] Now University of Hawaii.
[7] Now Colorado State College.
[8] Now Springfield College.
[9] Now Montana State College.
[10] Now University of Akron.
[11] Now North Dakota State University.
[12] Now California Institute of Technology.
[13] Now Utah State University.
[14] Now State University of Iowa.

considered. Six of these were not mentioned in the *Cyclopedia* article, three did not appear in the National Research Council study—Yale, Rutgers, and William and Mary. These were therefore added to the two previous lists for further study. It is fortunate that this was done, since Yale, with a system dating from 1897, was thereby included, although neither of the two major lists just described had mentioned it.

4. Securing Additional Information

Neither of the two lists described above gave any information on dates when sabbatical leave systems had been established in the various institutions. Histories of many of these institutions have been published, and during the course of the present study many of these publications were examined for possible significant data, but the results were meager and disappointing.

It was therefore decided to write a personal letter to the reference librarian in each institution, requesting specific information. The letters varied considerably in content to fit different conditions and to take into account information already found concerning them, but all included essentially the following four questions:

1. Do you know of any published (or unpublished) statements of the policy and practice of ——— College [or University] on sabbatical leave before 1919?
2. Can you give me the exact or approximate date of the first granting of such leave at the College [University]?
3. Any other comments or pertinent information from your archives or other sources on the origin and history of anything approximating Sabbatical Leave at your institution?
4. Your present policy and practice?

In addition it was suggested that the archivist, historian, or other competent individual in the institution might well be consulted.

Answers were received from all of the institutions concerned. Many of them showed extensive research in an effort to answer the questions most satisfactorily. Pertinent extracts from these letters and supplementary material are given in appendix II. In some cases several letters were exchanged in order to clear up doubtful points and insure greater accuracy for this study.

Appendix II

Extracts from Institutional Letters and Reports

LETTERS AND SUPPLEMENTARY MATERIALS from college and university personnel have been extracted to supply pertinent details concerning the history of the institutions' sabbatical leave policies. The 1913 *Cyclopedia of Education* article and the 1919 National Research Council study are also quoted in some cases. The letters contain the evidence for the dates given in an earlier section of this study and for some of the generalizations made in it, and give many additional significant details concerning programs of sabbatical leave in the 72 different institutions studied. Names and positions of the correspondents are stated. In order to emphasize historical sequence, the institutions are arranged chronologically by the year reported for the establishment of sabbatical leave in each case. In addition, they are numbered to correspond with the numbers given to the institutions in section 6, "Fifty Pioneer Institutions." The complete letters and accompanying materials, in some cases rather extensive, are filed in the Division of Higher Education of the Office of Education and they may be consulted there.

1880

1. *Harvard University*, Massachusetts.

The following is from the annual report of President Eliot for the academic year 1879–80. "The Corporation adopted, on the 31st of May, 1880, new rules with regard to leave of absence for professors and assistant professors. For some years previous to 1869, the practice had been to grant occasional leaves of absence, the professor selecting and paying his substitute, but receiving his usual salary. This practice having given rise to serious complaints, and being obviously open to grave objections, the Corporation went to the opposite extreme, and enacted that whenever a professor had leave of absence his salary should stop altogether. Being now satisfied that a more liberal policy will be as much for the interest of the University as for the advantage of the professors, the Corporation have decided that they will grant occasional leave of absence for one year on half-pay, provided that no professor have such leave oftener than once in seven years; that the applications in any one year be reasonable in number, and that the object of the professor in asking leave of absence be health, rest, study, or the prosecution of original work in literature or science." (*From Kimball C. Elkins, Senior Assistant, Harvard University Archives, Dec. 9, 1960.*)

1885

2. *Cornell University*, New York.

Upon looking into the papers of the Board of Trustees . . . we find a handwritten copy of the statute regulating leaves of absence. It was enacted at the November 1885 meeting of the Trustees. This statute, with preliminary comment by Charles Kendall Adams, also appeared in his published report of June 16, 1886. . . . We are enclosing a verifax copy of the manuscript found in the Board of Trustees papers. If you wish to cite these papers, your footnote should read: "*Minutes of the Board of Trustees*, in the Cornell University Archives and Collection of Regional History." The full title of Adams' published report is *Annual Report of the President of Cornell University for the Academic Year 1885–6*. The statute appears on page 22 [as follows]:

> It is hereby enacted that whenever any Professor, Acting Professor, Associate Professor, or Assistant Professor has continuously served the University for at least seven years, he may, subject to approval of Executive Committee, have leave of absence for not more than one year under the following limitations and conditions:
>
> 1. During such absence one half of the salary attached to the position held by the applicant is to be paid.
> 2. Application for such absence must be made to the Trustees through the President as early as the 1st of January preceding the Collegiate year during which absence is desired.
> 3. Not more than one absence from any department of instruction will be granted in any one year; and when more than one application from any department is made, precedence will be given in the order of seniority of service.
> 4. Whenever, for any special reason, the Trustees or the Executive Committee shall think that such absence will be injurious to the best interests of the University, they reserve the right to authorize the President of the University to withhold such leave of absence.
> 5. Arrangement for the substitution of work, in case of such application, must be made without expense to the University. (*From Miss Kathleen Jacklin, Associate Curator and Archivist, May 11, 1961.*)

1886

3. *Wellesley College*, Massachusetts.

We have a copy of the following publication which we can send you on loan if you wish: *Scheme Matured by the Trustees in 1886 on the Basis of a Bequest Made to Wellesley College in 1876 by Eben Norton Horsford.*[1] *Extract from a Letter to the Trustees, Dated January 1, 1886.* (Cambridge: John Wilson and Son, University Press, 1886.)

This gives in detail the plan for Sabbatical Leaves at Wellesley in 1886 to which Miss Florence Converse refers in her book *The Story of Wellesley College* (1915), p. 69–70. . . . She used the same material without additions in her revised edition (1939): *Wellesley College, A Chronicle of the Years, 1875–1938*, p. 47. As far as I know, there is no other published statement.

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[1] "The bequest was in reality a *gift* . . . made in 1878. The letter dated January 1, 1886 states specific use of the funds which had been given in 1878. This seems to be the first time that *sabbatical grant* as such was clearly defined." (*From a Feb. 2, 1961 letter of Margaret M. Boyce, Research Librarian.*)

However, in tracing the President's Reports for these years I find in the *Report* for the year ending 1902 the statement that the Trustees voted to extend the privilege to all professors. Previously, Professor Horsford had provided the funds and specified the professors who were entitled to the grant. . . . It has been impossible to determine exactly from our data when the privilege was extended to associate and assistant professors. . . . Leave of absence is noted in College calendar for 1886–1887 but "sabbatical" not stated definitely. Sabbatical leave is stated definitely for two professors for 1887–1888. No annual reports extant for 1884–1887 inclusive for verification.

From *The Story of Wellesley College*, by Florence Converse, p. 69–70. "In 1886 . . . the Literacy Festival was held to celebrate Professor Horsford's many benefactions to the college. These included the endowment of the Library, an appropriation for scientific apparatus, and a system of pensions. In a letter to the trustees, dated January 1, 1886, the donor explains . . . that the System of Pensions shall include a Sabbatical Grant. . . . By the Sabbatical Grant, the heads of certain departments are able to take a year of travel and residence abroad every seventh year on half salary. The donor stipulated, however, that the offices contemplated in the grants and pensions must be held by ladies." (*From Miss Margaret M. Boyce, Research Librarian, Jan. 26, 1961.*)

The National Research Council study of 1919 states regarding Wellesley College: "To heads of departments once in seven years, with $1,000."

1890

4. *Columbia University*, New York.

The minutes of the Trustees of Columbia for Dec. 1, 1890 contain the following resolution: "Resolved: That each Professor shall be entitled once in every seven years to a year's leave of absence on half pay, such year to count as a year of service to the College, provided, however, that not more than four Professors shall be absent at any one time and that the general adjustment of such absences shall be with the President." All previous leaves of absence recorded in the Minutes were taken by individual request for a specific purpose, usually medical, and passed upon by the Trustees. This section of the statutes has been amended from time to time. (*From Alice N. Bonnell, Columbiana Library, Dec. 12, 1960.*)

1891

5. *Brown University*, Rhode Island.

I cannot give you the exact or approximate date of the first granting of such leave at Brown University. The earliest date recorded in Corporation records on the subject is the one enclosed herewith under date of June 18, 1891.

Corporation Meeting, June 18, 1891: "Voted, in accordance with the recommendation of the President, that when any gentleman has served the University as a Professor for six consecutive years, whether as assistant, associate, or full professor or partly in one of these grades, and partly in another or the others, the Advisory and Executive Committee may, in their discretion, grant such gentleman a leave of absence for a year on half salary."

Corporation Meeting, June 21, 1906: "Rules relating to the Sabbatic year adopted upon recommendation of the Advisory and Executive Committee." Followed by six detailed rules. First use of term "Sabbatic."

Corporation Meeting, June 22, 1922: "The regulations of 1906 regarding the Sabbatic year have been revised as follows." Followed by five paragraphs. *(From Zenas R. Bliss, Provost, Dec. 28, 1960.)*

1898

6. *Amherst College*, Massachusetts.

Our formal program of periodic Sabbatical Leaves was established by vote of the Board at its meeting on November 18, 1898. I enclose a copy of the paragraph covering it: "Each Professor shall be entitled to a year's leave of absence on half-pay once in every seven years, provided that no more than two Professors shall be absent at any one time, and that the President shall adjust such leaves of absence."

Professor William C. Esty (Mathematics and Astronomy) was the first to be granted leave under the vote. His leave, as a matter of fact, was granted at the same meeting at which the provision was adopted. . . . The College had been working toward such a program for many years before its actual adoption. As early as 1883, President Seelye in his report to the Board recommended the adoption of a "general rule" by which "after eight years of continuous service in the College, any teacher be permitted a year's absence and receive for that time half his regular salary." Indeed, he may have suggested it earlier, for we do not have any reports of his for the first half dozen years of his administration. By 1887 he was suggesting that the time be "seven years" instead of eight. And in 1886 the Board recognized his suggestion by appointing a committee to study the problem. *(From Rena M. Durkan, Curator, Edward Hitchcock Memorial Room, Dec. 15, 1960, and Jan. 25, 1961.)*

1898

7. *Dartmouth College*, New Hampshire.

I am enclosing a typed excerpt giving the information you wanted on the beginning of Sabbatical leave at Dartmouth.

From Report of the Special Committee on Sabbatical Leave Appointed by the Faculty on January 23, 1922: "Historical Statement. The system of sabbatical leave was established by a vote of the trustees of Dec. 23, 1898. The system was limited to professors and assistant professors; the period established was seven years; the leave was for a year at half pay; and the purpose was to provide opportunity for 'a year of non-resident investigation or study.' In 1905 this system was again supplemented by the provision that members of the faculty might request leave for either a year at half pay or for a half year at full pay. The change was made, as far as we can discover, because few members of the faculty found themselves able to be away a year at half pay." *(From Virginia L. Close, Reference Librarian, Dec. 13, 1960.)*

1899*

8. *Stanford University*, California.

As far as we are able to discover, no study has been made of the history of the sabbatical leave at Stanford, or of the early policy of the University

*Or earlier.

in that respect. Unfortunately we do not have staff enough at the library to undertake extended research work for inquirers. . . . I noticed that the first published report of the President of Stanford in 1904 lists the names of faculty members on sabbatical leave. . . . I noted also recently in an 1899 issue of the *Stanford Alumnus* that a professor was on sabbatical leave at that time. (*From Miss Ruth Scibird, Curator, Stanford Collection, Dec. 6, 1960.*)

1899

9. *University of California.*

The accompanying pages will give you a survey of the development of the sabbatical leave at the University of California in as far as the record appears in print. The term "sabbatical" appears in print for the first time in 1904, but it is obvious that some members of the Board were thinking along very similar lines as early as 1883, whether the term was in use or not. The concept of leave with pay was rejected in 1883, probably because the University was going through a period of financial stress. . . . The appointment of Benjamin Ide Wheeler as president in October 1899 brought about many desirable changes. As you will read, by December 1899, two months after President Wheeler's arrival, the Board of Regents was amending its long standing rule on leaves of absence, and granting what was to all intents and purposes a sabbatical leave, although it was not so called.

Report from Office of the Secretary of the Regents, December 1960: "From 1884 to 1899, the Minutes of the Board of Regents show that each application for leave of absence appears to have been considered by the President and Regents on its merits. Long-time members of the faculty who had served fifteen years or more were granted leave of absence of as much as a year with pay. 'Rule suspended' noted in each case."

Manual of the Board of Regents, 1899: Article on Leave of Absence amended as follows: "Whenever a leave of absence is granted to any professor, associate professor, or assistant professor of the University now or hereafter receiving a salary for his services, such salary shall, upon the recommendation of the President and the approval of the Board of Regents, be paid ordinarily at the rate of two-thirds of said salary during the absence of such professor, but not for more than one year in seven of service. . . . (Adopted December 12, 1899)."

Regent's Manual, revised ed. Berkeley 1904. p. 318: "Leave for sabbatical year: Professors, associate professors, and assistant professors in the faculties of the Academic Colleges shall be entitled to leaves of absence of one year after six years of continuous service, upon recommendation of the President of the University, with the approval of the Board, with pay at the rate of two-thirds of the salary paid them during the next year preceding such leaves of absence."

Same wording of rule repeated in editions of the *Regent's Manual* for 1907 and 1911.

By-Laws and Standing Orders of the Regents, 1938, p. 62a. (First use in print of the term "Sabbatical in Residence"): "A Sabbatical Leave of Absence in residence at the University may be granted only to a member of the faculty whose purpose is to engage in research, writing or equivalent activity at the University center in which he is regularly employed, and who, during his leave of absence, will teach one class meeting regularly three hours each week in a course regarded as essential in the program of his department. A member of the faculty who is on such leave shall be freed from all other teaching obligations and from all committee and admin-

istrative work." Eligibility, salary, and other features same as for regular sabbatical leave.) (*From Miss May Dornin, Head, Department of Archives, Jan. 13, 1961.*)

1900

10. *University of Illinois.*

I am copying below excerpts from various Reports of the University of Illinois Board of Trustees . . . relating to the history and present practice of sabbatical leave at this University. . . . Nothing similar to sabbaticals was indicated prior to the periods indicated in these records.

From the *Proceedings of 1900:* "Your Committee would recommend that a professor, who has served seven consecutive years and requests it may be given a furlough for one year on half pay: *provided*, that these permits shall only be given on the advice of the President, and shall not be given so as to conflict with each other in any way, or to hamper the work of the University. Also that a professor taking such a leave of absence shall pledge himself to remain at the University for three years after his return at the salary of his grade, and that the University in return shall agree to retain him in its service during his furlough and for one year thereafter." In

him in its service during his furlough and for one year thereafter." In

accordance with this recommendation leaves were granted for the following academic year.

From the *Proceedings of 1901:* "A professor, associate professor, or assistant professor, who has served seven consecutive years, and requests it, may be given a leave of absence for the purpose of foreign study for one year on half pay . . ." (*From T. E. Radcliffe, Jr., Reference Librarian, Dec. 7, 1960.*)

1902

11. *Barnard College*, New York.

The earliest reference I have been able to find to sabbatical leave at Barnard College is: *By-laws, Rules of Order, and Statutes as Adopted by the Board of Trustees, May 2, 1902*, which says regarding leaves of absence: "Each professor shall be entitled once in every seven years to a year's leave of absence on half pay, such year to count as a year of service to the College: provided, however, that not more than three professors shall be absent at any one time, and that the Dean shall adjust such leaves of absence subject to the approval of the President."

There is in the archives a letter from President Nicholas Murray Butler to the trustees dated May 9, 1902, which seems to indicate that this was the first codified or published edition of the rules, and that the purpose for establishing them was to preserve "the existing administrative order."

In actual practice, prior to 1900 Barnard College had not established a separate faculty, but drew upon the faculty of Columbia, and therefore your assumption that Columbia's policy was also Barnard's during the period prior to 1902 is probably correct. Sabbaticals are still considered to be a University rather than a College matter, and the Barnard Faculty follows the University regulations in regard to them. . . .

Besides searching our published histories, reports of trustees and deans, and some archival material, I have telephoned a half-dozen offices here and at the University to try to find the date of the first granting of such leave, but with no success. Early faculty records do not show the reason for the granting of leave. (*From Sarah Katherine Thomson, Reference Librarian, Apr. 28, 1961.*)

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1902

12. *Beloit College*, Wisconsin.

It does not appear that the Board of Trustees acted on the faculty request for sabbatical leaves in the mid-1890's (probably because the financial condition of the college was not favorable to it); the soonest information comes from the early 1900's. Early in 1902 the Board voted general approval of Sabbaticals and in April of that year recommendations of the Board's Instruction Committee "referring to extended leaves of absence" were voted entire, but without record being made of the specific content of the recommendations. At the April meeting of the Board of Trustees in 1904, such leaves were reduced from a year to a semester. (*From Robert H. Irrmann, Chairman of History Department and College Archivist, Feb. 6, 1961.*)

1903

13. *Oberlin College*, Ohio.

According to our files, the earliest recorded vote concerning faculty leaves (not then termed sabbatical), appears in College Faculty Minutes for January 20, 1886, when it was voted to appoint a committee "on absences for travel or study." However, our list of named persons on leaves dates from 1870. Whether the first leaves were "sabbatical" I am not sure. . . . In the President's Annual Report for 1903-04 appears the following: "The College is to be congratulated that it has been possible to continue to so large an extent its policy of granting occasional leaves of absence, with continuance of salary, to instructors who have held the rank of professor for ten years. Probably in no other way, by the same expenditure, can so much be accomplished, for the continual freshening of the teaching force." At present faculty members may apply for sabbatical leaves after six years of full-time teaching. (*From Donald M. Love, Secretary of Oberlin College, Dec. 19, 1960.*)

The National Research Council study of 1919 says regarding Oberlin College: "Heads of Departments."

1903

14. *Randolph-Macon Woman's College*, Virginia.

In reply to your inquiry of Dec. 1st regarding early Sabbatical Leave at Randolph-Macon College, I regret to say that I am sure the Randolph-Macon referred to in Monroe is Randolph-Macon Woman's College, Lynchburg, Virginia. . . . [Gives history of the two institutions and their interrelationships].

In *The History of Randolph-Macon Woman's College* by Roberta D. Cornelius (Chapel Hill: University of North Carolina Press, 1951), pp. 62–63 we find a description of Dr. Smith's [President of the College] plan of faculty organization first submitted to the Board of Trustees in 1902, and providing for professors only "a year's leave, with half pay, at the end of each ten years' service as a professor."

To continue from *The History:* "The policy of the Board, as stated at the end of the plan adopted, was an admirable one: In making the class of permanent professors with increased salary, sabbatic year, and emeritus pension, the Board expresses its desire and purpose so far as possible to attach to the college permanently such competent and skillful teachers as are in full sympathy with the fundamental purposes of the college." Dated November 23, 1903.

It might well be asked why, if the child should so early have established a sabbatical system, the parent institution did not likewise have such a system. For several reasons, however, the Woman's College has been ahead of the men in all aspects of college life. It is only during the current session, 1960–61, that Randolph-Macon College for Men has instituted a sabbatical program. (*From Mrs. Theodore G. Owen, Librarian, Randolph-Macon College (for Men), Ashland, Virginia, Dec. 13, 1960.*)

1905

15. *Western Reserve University*, Ohio.

The only early reference to sabbatical leave at Western Reserve I could locate was the following: The permanent officers of the faculty (full professors) "recommended to the trustees that a teacher after 6 years of continuous service should be given a leave of absence for one year, either on half salary, or on full salary with the obligation of furnishing an instructor as a substitute to do his teaching during the period of absence."—April 1905, *in* Waite, Frederick C., *The First Forty Years of the Cleveland Era of Western Reserve University*, ms. copy in the W.R.U. Archives, p. 236. I believe that it can be safely assumed that such leave dated from this time. I have been unable to locate any other information, but I am sure a close reading of the minutes of the board of trustees would turn up some more information. (*From Charles T. Laugher, Assistant Director of Libraries, Jan 23, 1961.*)

1905

16. *Williams College*, Massachusetts.

I enclose a series of excerpts from the Minutes of the Trustees of Williams College and some other material. . . . These appear to contain all that we can now recover on the history of sabbatical leaves. . . . The older records and Minutes of the Trustees do not use the word Sabbatical, but there are entries of leaves of absence. [Mr. Wright lists several such individual leaves of absence, beginning with the year 1815, but with no indication that any of them were true sabbatical leaves].

Minutes. June 1905: "Law 65: Professors, Associate Professors, and Assistant Professors shall be entitled in each seven years to a leave of absence for one year. . . . Law 66: During every such year of leave, the Professor, Associate Professor, or Assistant Professor, shall be entitled to receive one half of the salary, which for such year would be payable to him, if on duty."

Minutes. October 1911. Law 66 was amended to provide full salary for Professors and Associate Professors, but half salary continued for Assistant Professors.

Minutes. May 1932. Law 66 was again amended to provide for all three professorial ranks half year with full salary or full year with half salary.

Minutes. May 1950. "President Baxter . . . recommends that Sabbatical leaves be granted . . . for a full year at three quarters of his salary, or for a half year leave at full salary." Action on this recommendation not reported, but evidently it was favorable, for several leaves on three-quarter salary are reported for 1952 and later years. (*From Wyllis E. Wright, Librarian, Dec. 6, 1960*)

1906

17. *Carleton College*, Minnesota.

The three attached statements, dated respectively 1906, 1937, and 1946 give the essential facts in the history of leaves of absence at Carleton

College. So far as we have been able to discover, such a policy was first established in 1906.

[*The first two of six rules adopted by the Faculty, Nov. 12, 1906; by the Trustees, Nov. 21, 1906.*]: "(1) Each professor shall be entitled, once in every seven years, to a leave of absence for one year on half pay, such period of absence to count as service to the college: provided, that not more than two professors shall be absent at one time, and that the President shall adjust such leaves of absence. (2) The college shall provide for conducting the work of a professor on leave." (*From Sara Crandall, Secretary to the President, Dec. 15, 1960.*)

1906

18. *Wells College*, New York.

[Professor Hollcroft describes in considerable detail two leaves granted in 1882 and 1889]. Neither of the above was called "sabbatical" leaves, but both occurred after six years of service. . . . The next leaves I have found are in the 1906–07 catalog. The names of three full professors are starred. . . . From the above it appears possible that the early sabbatical leaves mentioned as being granted regularly by Wells College in Monroe's "Cyclopedia of Education" may have begun in 1906–07. (*From Temple R. Hollcroft, Emeritus Professor of Mathematics and Historian of the College, Feb. 6, 1961.*)

1907[a]

19. *University of Missouri.*

I know nothing . . . of any published statement on this subject in connection with the University. I think few leaves were granted before the nineties of last century, and there did not seem to be any definite regulation on the subject. . . . The Board in 1899 adopted a new plan for granting leaves, by which applicants might be given permission to be absent on full salary for a year of study provided they furnished satisfactory substitutes at their own expense and filed their written obligation not to leave the service of the University for three years after their return. This became the standard practice for awhile. The University ran into trouble, however, when a prominent scientist on the faculty was granted such a leave, but soon after his return applied for permission to break his contract in order to accept a position in Cornell University. Permission was not granted but the professor left anyway. President Jesse thereupon wrote to President Schurman of Cornell, suggesting it was unethical for Cornell to aid in "this evil thing." Schurman replied that he was not interested in the contract between the University and Professor ———. This was the last member of the faculty given leave under that plan.

Later, in August 1907, a new committee was appointed to devise a new rule. The committee reported December 6, 1907, that it had enquired from other institutions as to their practice (the letters being included in their report), and recommended that leave of absence should be granted to any professor or assistant professor who had served for at least a period of six years. Only one leave from one department would be granted in any one year. He was to receive half salary, the other half being used to employ

[a] Possibly the University of Missouri should be credited with 1899 as the first date for establishment of sabbatical leave, but because Dean Stephens does not indicate that any definite period of prior service was required in 1899, the year 1907 has been used instead.

a substitute. The Board of Curators approved this report, and with some modifications this became the plan subsequently used. *(From F. F. Stephens, Dean Emeritus, College of Arts and Sciences, Dec. 27, 1960.)*

1907

20. *Yale University*, Connecticut.

The following information, I believe, is pertinent to your study of sabbatical leave. It is taken from *The Yale Corporation Charter, Legislative Acts, By-Laws and Other Official Documents, Yale University, 1915, Appendix IV: Codification of Existing Practices at the University, p. 70.* The following are the votes of the Corporation regarding Leaves of Absence: "That every Professor in the University shall be entitled once in seven years to a year's leave of absence, the year in question to count as a year in service to the University, for which he shall be entitled to one-half of his annual salary. That Assistant Professors who have entered upon a second appointment as Assistant Professor in the University, and who desires opportunity for consecutive study or investigation at home or abroad, may be granted a leave of absence for one year . . . during which time they shall be paid their full salary, but must provide, at their own expense, a substitute satisfactory to the Faculty or Governing Board of the Department to fulfill their duties."—Voted 1907. Modified in November 1912 to make it optional "to take a whole year's leave of absence under the above conditions, or a half year's leave of absence with full salary for the year." *(From David R. Watkins, Head, Reference Department, University Library, Dec. 13, 1960.)*

1908

21. *Tufts University*,[3] Massachusetts.

The Reference Librarian has consulted me in regard to your inquiry. . . . The first mention of "leave of absence" for faculty members was in the 1886 edition of the By-laws of the Trustees of Tufts College. The provision read as follows: "All applications by any such person to be absent during the time of College work, whether for pleasure, travel, or from partial illness, shall be made in writing to the President, who shall at once report the same to the Executive Committee for their determination, with the name of a substitute to be paid by the absentee." . . . This provision, with variant wording, was repeated in subsequent revisions. . . . After 1886 the Trustees approved several leaves of absence for faculty members, presumably for reasons of health and occasionally for travel. . . . No distinction was made in the records between a "leave of absence" and a "sabbatical leave," and no use of the word "sabbatical" has been found prior to the late 1930's. However, the intent of the leave, even before 1910, obviously was consonant with the present meaning of "sabbatical." The earliest such case that we have found was granting of a leave to Professor Frank Sanborn, for the academic year 1908–1909, "under the usual conditions. Professor Sanborn has just finished nine years of continuous service in the College." . . . During and immediately after World War II sabbatic leaves, so designated and usually for a full year at half pay, became common. . . . In 1946 a comprehensive and detailed policy on sabbatical leaves was adopted by the Trustees. Substantially the same regulations, adopted in 1959, are now in effect. *(From Russell E. Miller, preparing to write a history of Tufts, Dec. 10, 1960.)*

[3] Known as Tufts College, 1852–1955.

1908

22. *University of Arizona.*

I am enclosing a statement which I located in a manuscript history of the University of Arizona [1885–1926, by Estelle Lutrell], quoting from the report for the calendar year of 1908:

"In his report for 1908 President Babcock was able to show gratifying progress throughout the University. . . . The most noteworthy fact in regard to the faculty, he states, was the inauguration of the system of sabbatical leaves. He voiced the opinion that the isolation of the University both in distance and in expenses of travelling to centers of inspiring instruction and investigation made all the more significant the adoption of the principle that a man may expect . . . at the convenience of the department and the University, a leave of absence every seventh or eighth year, with half pay or more. As it happened, rapid changes in the faculty during his administration and in subsequent ones reduced the number of those who were eligible in point of service. Nevertheless over the years, the privilege has been granted by the Regents, from time to time, and has been exercised with profit by the faculty." (p. 119).

President Babcock went on to say: "Professor F. N. Guild, head of the department of chemistry, who is on leave with three-fifths pay, has been for six months in the University of Heidelberg." (*From Donald M. Powell, Head of Reference Department, University Library, Apr. 12, 1961.*)

1909

23. *Miami University,* Ohio.

Miss Marie Marshall, former administrative assistant to the President, was kind enough to provide me with the following information. . . . Annual Report of the President, June 14, 1910, p. 10: "The rule adopted by the Board last June granting Sabbatical leave for a half year on full pay, or a whole year on half pay, to not more than two professors at a time will become operative the coming scholastic year." . . . The first sabbatical leave was granted to Dean Hughes in 1910–11. [One to three each year to 1941–42]. In computing service, two years as associate professor were computed as one year. . . . The term "sabbatical" seldom applied, as with a growing faculty with only two or occasionally three leaves a year, a professor usually served more than seven years before receiving leave. . . . The plan in its original form was not resumed until after World War II. (*From Peter Flintermann, Reference Librarian, Jan. 21, 1961*).

The National Research Council study of 1919 says regarding Miami University: "For full professors only. Time not defined, but never less than ten years."

1909

24. *Simmons College,* Massachusetts.

Enclosed are all the materials available from our archives that are pertinent to your letter of April 3, 1961. The first enclosure is a copy of the action of the Corporation of Simmons College for May 10, 1909, that first established the policy of granting sabbatical leaves. . . . Enclosure number two is a photocopy of the *Simmons College Bulletin,* volume 3 (January 1910), "Annual Reports of the President and Treasurer, 1909," reporting the action of the Corporation, and indicating that Professor Farley was

the first member of the College Faculty to take a sabbatical leave. . . . The third enclosure is a copy of the current official policy of the college regarding sabbatical leaves.

[First enclosure]: "*VOTED*, that officers of the College who have already served the College six years as Assistant Professors, Associate Professors, or Professors shall be entitled to a leave of absence on the seventh year and on each successive seventh year. Upon application and by special vote of the Corporation any such year of leave may be subdivided or postponed. During every such year of leave, the officer shall be entitled to receive one-half of the salary which for such year would be payable to him if on duty, and his work shall be performed by a substitute to be appointed by the Executive Committee on terms to be approved by the Corporation."

[Second enclosure]: "During the year the Corporation adopted a statute providing for a sabbatical year for our professors. By its terms every professor of any grade may after six years of service be absent from his duties for the seventh year and receive one-half the salary due him for that year, the year to be spent in study, rest, or recreation as he may deem best. This custom which has been established in many of our leading institutions is a wise provision, and it is hoped that our professors will find it possible to avail themselves of its terms. While the college loses temporarily some of its experienced instructors, the work of the institution will profit by this policy in the long run." (*From John H. Henry, III, Reference Librarian, Apr. 17, 1961.*)

1910

25. *Bryn Mawr College*, Pennsylvania.

I am enclosing an excerpt from the Rules of the Faculty of Bryn Mawr College which clearly dates the beginning of the Sabbatical year in February 1910. The present policy is substantially unchanged.

"In February, 1910, the Board of Directors adopted a rule that full professors and associate professors, after six years of teaching at the College shall receive, on application, a year's leave of absence, during which they shall receive one-half of the salary paid them during the year which the application is made, provided such leave of absence can be arranged by the Executive Committee without detriment to the academic work of the College, and provided further that they shall agree to return to Bryn Mawr College for at least one year after expiration of such leave of absence. Leaves of absence shall be granted to associates, readers, and other instructors after six years of teaching, at the pleasure of the Board of Directors, each case being considered on its own merits." (*From Mrs. Samuel H. Paul, Assistant to the President, Dec. 6, 1960.*)

1910

26. *Smith College*, Massachusetts.

The first action of the Trustees of Smith College, establishing sabbatical year privileges for members of the faculty, was taken on March 10, 1910. This action was extended in October 1911 in accordance with the President's recommendations, presented as in the preceding year. In order to make the regulations perfectly clear and definite, the following minute was adopted: "(1) That after every six years of service as a professor or associate professor, a member of the faculty may apply for a leave of absence for the full academic year on half salary provided such leave of absence can be arranged without deteriment to the work of the department, or (2) After

every six years of service as professor or associate professor, a member of the faculty may apply for a leave of absence of one-half year (that is one academic semester) on full salary. . . . (3) It is further provided . . . that not more than one such member from any department or three such members from the entire college shall be absent, any one year." (*From Mrs. Margaret Storrs Grierson, Smith College Archives, May 3, 1961.*)

1911

27. *Princeton University*, New Jersey.

I have scanned the minutes of the Trustees of Princeton University for the period immediately preceding 1913. I find that at a meeting held on October 26, 1911, the Princeton Board of Trustees adopted a rule permitting professors and assistant professors (the rank of associate professor was not established until 1919) with at least three years' service at either rank to apply for a leave of absence not more than once in seven years, such leave to be for a half year at full pay or a whole year at half pay. I find further that the first leave granted under this rule was granted by the Trustees at a meeting held on January 11, 1912, for the second term of the academic year, 1911–12. (*From Alexander Leitch, Secretary of the University, Jan. 5, 1961.*) For present practice, see p. 18.

1912

28. *Bowdoin College*, Maine.

There apparently was a period in which sabbatical leaves were first granted without there being specific legislation covering the situation. The first mention I can find is a statement by President Hyde in a report for the year 1897–98 in which he recommends the adoption of a policy of leave of absence of one year on half pay. No action was taken by the Governing Boards. . . . President Hyde in his Report for 1908–09 states: "Bowdoin College has for several years granted leaves of absence on half salary. . . . Time has come to adopt a more liberal policy."

From Report of the Visiting Committee, June 1909: "It is desirable, too, both for the efficiency and the dignity of the College, that the so-called 'Sabbatical Year,' now so generally prevailing in educational institutions, should become established at Bowdoin, and the Visiting Committee recommends that, beginning with Commencement 1910, professors be granted leave of absence one year in seven, on half salary, provided that not more than two professors shall be absent in any one year."

Action of Governing Boards, June 25, 1912 (First official action): "Voted that in granting the Sabbatical leave of absence an option shall be given to the Professor entitled to leave between a whole year with half salary or a half year with full salary, sufficient notive to be given as to which he intends to elect." (*From Kenneth J. Boyer, Librarian, Dec. 5, 1960.*)

1913

29. *Ohio Wesleyan University.*

There are detailed statements on the Board of Trustees minutes beginning in the Spring of 1906, Winter of 1913, Winter of 1922, and then nothing until 1958, when a statement appears in the Faculty By-Laws.

April 12, 1906. Policy on granting leave of absence: "In the matter of granting leave of absence of any professor from college work. It was ordered that it was the sense of and judgment of the committee that not more than one professor should be granted leave of absence for a year in any university year."—Trustee Executive Council Minutes, vol. 4, p. 55.

January 1910. Rules for granting leave: "We recommend that hereafter leaves of absence be on one-half of the regular salary of the preceding year, and that the college itself care for the work in the absence of the instructor."—Trustees Minutes, vol. 15, p. 366.

December 1913. General Policy on granting leaves of absence: "The trustees are prepared to consider applications for leave of absence for one year on half pay or for one semester on full pay to professors and associate professors, and in special cases to assistant professors and instructors, under the following rules: (A) That no claim for such leave of absence be taken as established but that each case be dealt with individually; (B) That it not be expected, unless for unusual reasons, that leave of absence will be granted until after seven years of service in cases of professors and associate professors, and ten years of service in cases of assistant professors and instructors; (C) That no one can have such leaves of absence oftener than once in seven years, unless by way of exception; (D) That the whole number of grants of leave of absence in any one year be not, in the judgment of the President and Trustees, excessive; (E) That the applications for the same year be properly distributed among the different departments; (F) That the necessary arrangements for the care of the work be, in the judgment of the President and Trustees, possible and satisfactory; (G) That the object of the leave of absence be health, rest, study, or the prosecution of original work."—Trustees Minutes, vol. 6, p. 238. (*From John H. Reed, Reference Librarian, and checked by J. H. Lancaster, Director of the Library, Apr. 20, 1961.*)

1913

30. *University of Hawaii.*[4]

The statements of the College of Hawaii's policy on sabbatical leaves are found in the unpublished minutes of the meetings of its Board of Regents. . . . The Regents' minutes first mention sabbatical leave on April 14, 1913. . . . College President John Gilmore then suggested a plan for sabbatical leave. The regents tentatively approved a "general policy of granting a sabbatical leave of absence" and asked Gilmore to present further recommendations. At their April 27 meeting the regents approved Gilmore's report and set up the following conditions for sabbatical leave: Faculty members were required to present a plan of study or travel which was to be undertaken during their leave. If a sabbatical year were being used to regain one's health, it was not necessary to submit such a plan. The regents reserved the right to revoke the sabbatical leave policy or to withhold the privilege when they felt the circumstances or the interests of the College demanded it. The regents could also limit the number being granted sabbaticals at one time and would give preference to those whose physical condition demanded rest or recuperation. . . . The Acting [United States] Commissioner of Education, L. A. Kalbach, sent a letter on June 9, 1914 to John Donaghho approving "payment of salaries from federal funds during sabbatical leave of absence." Kalbach commented that the College's requirement that a faculty member file an outline of his proposed study was more stringent than was usually the case on the Mainland. (*From David Kittelson, Assistant Librarian in charge of Hawaiiana, Apr. 18, 1961.*)

[4] Known as College of Hawaii, 1911–20.

1914

31. *Boston University*, Massachusetts.

Material of this sort is very difficult to find. We have checked through *Reports of the President* in the early 1900's when they were first published, and have found no pertinent statements. . . . The first documentation re sabbatical leaves we have found . . . was adopted by the Trustees at the meeting on June 2, 1914: "Professors and Assistant Professors in the College of Liberal Arts and in the School of Theology, after a service of six full years from the time of their appointment, may be granted a vacation of one year, on half the salary paid at the time of the permitted leave of absence:—*provided* that the funds of the University will admit of such grant, and that but one Professor in each of the two faculties be allowed such vacation at the same time; and *provided* further that in all cases the Trustees appoint and pay the substituted instructor." *(From Irene Christopher, Chief Reference Librarian, Jan. 10, 1961.)*

1914

32. *Montana State College.*[5]

The major statement on this practice is the rule adopted by the Montana State Board of Education, June 1, 1914, the important section of which reads as follows: "That the State Board of Education, with the recommendation of the President of the institution concerned, may grant leave of absence for further study or travel, to such members of the faculties of the respective institutions, as shall have held for six or more years the rank of assistant professor or professor; and during such absence not to exceed one year in seven of the teacher's connection with the institution, under the above named titles, the absent teacher shall receive one-half of the salary which they would have received if they were teaching in the institution." The approximate date of granting the first sabbatical is 1915–1916. Our records are not exact. . . . During the drought and depression years, 1929–36, the sabbatical system was little used. *(From Merrill G. Burlingame, Professor of History, May 5, 1961.)*

1914

33. *Montana State University.*

You are right that this board action would apply to all of the units of the Montana University System then in existence [names five]. . . . Since the wording of the resolution left the implementation largely to the presidents of the separate institutions, I cannot be sure whether the sabbatical was used in the other institutions, nor to what extent. I would be sure that it was used as much or more at the *State University* as it was here. *(From Merrill G. Burlingame, Professor of History, Montana State College, May 10, 1961.)*

According to the 1919 National Research Council study, the *Montana State School of Mines* reported that it "hoped" to establish a system of sabbatical leave. That study does not mention Montana State University, but the present study includes it on the basis of Professor Burlingame's May 10 letter quoted above. The Barrows list of 99 institutions (see p. 27 of the present study) included *Montana*

[5] Known as Montana College of Agriculture and Mechanic Arts, 1913–35.

State College of Agriculture and Mechanic Arts in its group of 37 institutions having a sabbatical leave policy of 1 year in 7 or 8, with half-pay.

1914

34. *University of Wyoming.*

Enclosed are . . . papers pertaining to sabbatical leave at the University of Wyoming. The one states our current policies; the other, something of the origins of the sabbatical leave at Wyoming.

[*Excepts from Minutes of the Board of Trustees*]: (1) "The President then brought up the matter of leaves of absence for the faculty. He said he hoped that it would not be long before the University could adopt the sabbatical year plan, but that he realized this could not be done at present." (Dec. 12, 1913.)

"The President then brought up the matter of leaves of absence for members of the Faculty. He recommended that at the end of six years those with the rank of Professor, Associate Professor, or Assistant Professor, who had served for that period of time, be allowed a leave of absence for a year, if the said leave be recommended by the President and approved by the Board. . . . Judge Clark moved that this recommendation by the President be adopted. Mr. Brooks seconded the motion and it was unanimously carried." (June 11, 1914.)

"By motion of Mrs. David, upon recommendation of President Duniway, it was voted to grant Dean Knight a leave of absence for the academic year 1915–16. . . . The President then went into a discussion of this whole subject of leaves of absence and said that he did not feel that the resolution passed by the Board at its June meeting was quite complete enough. Therefore . . . the Board passed a new resolution . . . as follows: 'For the purpose of study and travel with a view to increased professional efficiency, professors, associate professors, assistant professors, also members of the research faculty of equivalent rank and salary, and other members of the faculty of equivalent rank and salary, after continuous service extending over six years, may be granted a leave of absence on part pay. It is to be understood that . . . the recipient obligates himself to return for a period of at least one year to fulfil the duties of his position in the University. . . . The amount of the part pay to be allowed . . . shall be the difference between his salary and the sum which may be necessary to provide a suitable substitute for the most essential portions of his work.'" Dec. 11, 1914.) (*From Jim Ranz, Director of the Library, Apr. 13, 1961.*)

The National Research Council study of 1919 says regarding the University of Wyoming: "Six years of service and approximately 40% of salary."

1914[6]

35. *Utah State University.*[7]

The first sabbaticals granted by Utah State were in the year 1908 when two members of the staff were permitted to take leaves to do advanced work with one-third salary. However, at that time, no "sabbatical sys-

[6] Or possibly 1908.

[7] Known as Utah Agricultural College, 1888–1929; Utah State Agricultural College, 1929–57.

tem" had been worked out or approved by the administration or Board of Trustees. This was simply an *ad hoc* arrangement. On April 3, 1914, the president of the then Utah Agricultural College, John A. Widtsoe, suggested to the Board of Trustees a permanent sabbatical year program. The arrangement, which was approved by the Board of Trustees, was limited to heads of departments who had been in service six years or longer and whose plans for a leave of absence were to be approved by the President and Board of Trustees. They were to be permitted in their seventh year a leave of absence for one year with half pay and the assumption was that this would be for the purpose of continuing their studies in other colleges and universities. A number of modifications were made in this program from time to time, including a broadening to include all members of the staff, and an increase in the rate of pay to 60% for the year. (*From Leonard J. Arrington, "now engaged in compiling a history of the institution," Apr. 13, 1961.*)

1915

36. *Alma College*, Michigan.

Action was taken on sabbatical leave in the Board of Trustees minutes on January 19, 1915. The granting of the first leave for this policy was indicated in the Board minutes on June 19, 1915. Some discussion took place during that year about the use of the sabbatical leave because of the unsettled conditions in Europe. The policy as stated indicated that any instructor who wished to take sabbatical leave would be granted his full salary but that he would have to make arrangements to hire someone to take his place and continue his work during his leave. At the present time we do not have a policy of sabbatical leave on the college campus. Our recollection is that it was discontinued somewhere in the neighborhood of 1925. (*From Molly Parrish, Registrar, Apr. 28, 1961*).

The National Research Council study of 1919 says regarding Alma College: "Begun five years ago, with men oldest in service."

1915

37. *Colorado State College.*[8]

Colorado State (Teachers) College had a policy for sabbatic leaves in force as early as 1915. It appears from the minutes of a meeting of the Board of Trustees held on June 25, 1915 that a sabbatic leave was granted to Miss Elizabeth Kendall beginning in September of 1915. The leave of absence policy has been in existence in this college ever since that date, with some modification. . . . I would like to add that during my 13 years as President of Colorado State College, this policy has been of infinite value both to the individual teacher and to the college. To my knowledge, the practice has never been abused but it has been used for the exact purpose for which it was intended. (*From William R. Ross, President, Apr. 11, 1961.*)

1917

38. *University of Kentucky.*

First known published statement of policy as given in Organization of Board of Trustees. . . . *Governing Regulations of the University. . . . Bulletin, vol. X, no. 7, July 1918, p. 24, 25.* "A Professor, Associate Professor, or Assistant Professor who has served four consecutive years, and requests

[8] Known as Colorado State Teachers College, 1911–35.

it, may have a leave of absence for the purpose of travel and study, for one semester on one-half pay. If the service has been for seven consecutive years, a leave of absence may be granted upon request for one year on one-half pay. These permits, however, shall be given only on the advice of the President, and are open only to persons permanently appointed to positions. They shall not be given so as to conflict with each other in any way, or to hamper the work of the institution. Service in the summer session, without pay, for three summers, entitles a Professor to leave of absence on full pay for one semester. The purpose of this provision is to increase the usefulness of members of the University staff and no leave of absence shall be granted unless the grantee shall agree to teach in the University at least one year thereafter." The Board of Trustees approved [the above] new rules and regulations Dec. 10, 1917. These were requested or suggested at the September meeting by Dr. Frank L. McVey who was elected [President of the University] in August. It seems that without more intensive research that [the first sabbatical leave granted] was on June 14, 1918; at least under these regulations. (*From Mary Hester Cooper, Bureau of Source Materials in Higher Education, Apr. 8, 1961.*)

1918

39. *University of Minnesota.*

There was probably no specific policy on sabbatical leave prior to 1918. . . . [In 1915–16 the University Senate] voted "that the principle of sabbatic leave should be maintained and that President Snyder and Dean Vance should be appointed a committee to draft regulations governing such practice, which should be entirely consistent with the laws of the state." [The plan for sabbatical leave was approved by the Board of Regents, May 7, 1918]. The first recorded faculty leave we have been able to locate which appears to be the counterpart of today's sabbatical is listed below. "Professor Jabez Brooks, after twenty years of faithful service to the University in the department of Greek, was granted leave of absence in 1890 for one year, and spent the year 1890–91 in Europe, engaged in study for the most part in Athens. Dr. Brooks on his return, brought with him a considerable collection of material to illustrate the subject of archaeology, and he has since given most interesting instruction in that subject in connection with his work in Greek."—*Minnesota University. Board of Regents, Biennial Report, 1891–92, p. 26.* (*From Mrs. Maxine B. Clapp, Principal Librarian, Archives, Dec. 8, 1960.*)

1919

40. *Howard University*, Washington, D.C.

I am enclosing a draft copy of the Report of the Sabbatical Leave Committee of the College of Liberal Arts of November 15, 1960.

This 40-page mimeographed report contains the statement (p. 5) that February 17, 1919, the Board of Trustees voted as follows: "That sabbatical years for professors with one-half pay be observed as soon as practicable, provided such professors use those years for advanced study." The Report comments: "This legislation represents the earliest known authorization of Howard University sabbatical leaves." (*From Vincent J. Brown, Administrative Assistant to the President, July 5, 1961.*)

The National Research Council study in 1919 includes Howard University in a group of 37 institutions having a policy of "one year in seven or eight, with half-pay."

1919*

41. *Berea College*, Kentucky.

> The first authority for any such practice [sabbatical leave] in Berea is found in the *Workers' Manual* published in 1906. The *Manual* states that the "Trustees make an appropriation for 'Educational travel' which is used by the President to strengthen the teaching force according to the needs of the Institution as they appear from year to year." Letters and reports of the President to the trustees show that this fund was used for further study. Records taken from the college catalogues show a considerable number of cases of leave of absence for the years 1896 to 1918. In a number of instances the notation indicates that the leave is for advanced study. The *College Faculty Manual*, dated 1938, gives the present policy of the College with regard to sabbatical leave. (*From Faunice Hubble, Reference Librarian, Apr. 25, 1961.*)

The National Research Council study of 1919 included Berea College in a group of four institutions having a policy of "one year in ten; basis of pay, various." A supplementary note added: "After ten years, all grades, regular salary."

1919**

Grinnell College, Iowa.[10]

> I have been reading over the old Minutes of the Trustees of Iowa College, along with the By-laws of the institution in regard to Sabbatical leaves, and have come to the conclusion that no official statement spelling out the terms for such leaves existed until the 1941 revision of the by-laws. (*From Mary E. Klausner, Archivist, Dec. 19, 1960.*)

Miss Klausner, gives instances, however, of several cases of leave granted before 1905, "an acceptable substitute being paid from the recipient's salary, the remainder to be his." She further says that "1905 was the first time this was specifically mentioned in writing, and perhaps this will have to be used as the first date of a Sabbatical leave here." She gives no indication, though, that the leaves were conditioned upon any previous fixed period of service. The date 1919 is accepted on the basis of the National Research Council report.

The 1919 study of the National Research Council included Grinnell College (then Iowa College) in a group of 37 institutions having a policy of "one year in seven or eight, with half-pay."

1919**

43. *Gustavus Adolphus College*, Minnesota.

> Your letter in regard to the use of Sabbatical Leave in Gustavus Adolphus College was referred to me, and I am enclosing a copy of the items dealing with the subject that I found in the minutes of the Board of Trustees of

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* Possibly 1906. Nothing in Miss Hubble's letter indicates that the leaves mentioned were conditioned upon any previous fixed period of service. They can hardly be considered, therefore, as constituting "sabbatical" leave. For this reason the 1919 date of the National Research Council is the one used for the present study, with a probability, however, that the policy existed earlier.

** Or earlier.

[10] Known as Iowa College, 1847–1909.

the College up to 1917, plus a copy of the present policy. (*From Mrs. Conrad Peterson, Archivist, Apr. 18, 1961.*)

Mrs. Peterson gives quotations from 26 Board meetings regarding leaves of absence for 13 professors from 1893 to 1916, but none mentions any prior period of service as a factor, nor does the policy adopted in 1959, which reads: "The board of trustees of the college grants leaves of absence at half pay to members of the faculty engaging in programs of study that manifestly contribute to the academic effectiveness of the institution, such as pre-doctoral or post-doctoral study or research."

The National Research Council study of 1919 includes Gustavus Adolphus College in a group of 37 institutions having a policy of "one year in seven or eight, with half pay."

1919*

44. *Lake Forest College*, Illinois.

We did not have a program of regular sabbatical leaves at the time I joined the staff of Lake Forest College in the fall of 1949 nor have we had any in the years since. Of course, individual faculty members have had leaves of absence, but these were generally without pay or with only a very small stipend. We have instituted a regular program of sabbatical leaves beginning in the fall of 1961. I do not know of any information relative to the policy in use in 1919 nor do I have any information about the date of the first granting of sabbatical leave. (*From William L. Dunn, Vice-President and Dean, Apr. 10, 1961.*)

The National Research Council study of 1919 includes Lake Forest College in a group of 37 institutions having a policy of "one year in seven or eight, with half pay."

1919*

45. *Middlebury College*, Vermont.

There is no statement of policy nor was there any practice regarding sabbatical leaves at Middlebury College prior to 1919. Records show that Professor William Eaton (Greek) was the first to be granted sabbatical leave, that in 1903. Only one other was granted prior to the gift of the Walker Fund in 1919. These two leaves were apparently financed by general college funds. In 1919 Dr. Henry F. Walker added $100,000 to the permanent funds of the College to provide "for emergencies and furloughs for the faculty." At that time the $6,000 annual income was quite adequate to enable as many as three professors to have leave each year. The arrangement of a semester at full salary or a full year at three-fourths salary was adopted and is still in effect. This fund will now obviously provide for but one faculty leave each year . . . Our "Walker Plan" needs a capital increment of about $200,000 and our development officer is going after this problem as soon as his current drive for library funds has been completed. (*From John G. Boucker, Dean of the Faculty, Apr. 10, 1961.*)

*Or earlier.

The National Research Council study of 1919 includes Middlebury College in a group of four institutions having a policy of "one year in seven or eight, with full pay."

1919*

46. *North Dakota State University.*[11]

As near as I can find out NDSU [North Dakota State University] formerly NDAC granted sabbatical leaves as early as 1919 and according to I. W. Smith, who was formerly a math instructor here at our school, he was given the year on half pay. He stated also that Professor Haueshoeder was given a leave of absence on a sabbatical the following year under the same conditions. (*From H. Dean Stallings, Librarian, Apr. 10, 1961.*)

The National Research Council study of 1919 includes North Dakota State University (then North Dakota Agricultural College) in a group of 37 institutions having a policy of "one year in seven or eight, with half pay."

1919*

47. *University of Rochester*, New York.

I have not been able to find in the archival material in the University library any statement issued before 1919, in published or unpublished form, regarding policy or practice in granting sabbatical leaves. It seems to have been the custom for a faculty member who wished to have a leave of absence for study, for travel, or for reasons of health, to apply to the President of the University. If the President considered his request a reasonable one, he would grant permission with the approval of the Board of Trustees. . . . Certainly there is no evidence that, during the first fifty years of the University [founded 1850] leaves were granted automatically every seventh year. During the period from 1900 to 1940 "sabbatical leaves" became increasingly common. It was not until 1937 that the present policy and practice was specifically outlined in the *Book of Regulations* of the Faculty. (*From Margaret Butterfield, Assistant Librarian in charge of Special Collections, Apr. 10, 1961.*)

The National Research Council study of 1919 includes University of Rochester in a group of 37 institutions having a policy of "one year in seven or eight, with half pay."

1919*

48. *University of Utah.*

In the History of the University of Utah, by Ralph Chamberlin, on page 324 there is a note that a petition of the faculty was presented to the Board of Regents in 1904 asking that some rule and system be established covering leaves of absence. Two years later, the petition was presented again asking that equal opportunities be given to all, such as the privilege of leave or absence one year in seven—or ten, if the term need be longer. I would say that there must have been some leaves granted prior to 1904, but on a basis

*Or earlier.
[11] Known as North Dakota College, 1889–1961.

of presidential or board preference in light of the complaint that equal opportunities had not been given to all. I regret that I do not have more detailed information to give you but hope this will be helpful. (*From L. H. Kirkpatrick, Librarian, May 4, 1961.*)

The National Research Council study of 1919 includes University of Utah in a group of 37 institutions having a policy of "one year in seven or eight, with half pay."

1919*

49. *Vassar College*, New York.

We have had difficulty in replying to the questions you pose since the college archives for this period, aside from the records of trustees and faculty meetings, are rather fragmentary. The statement in Monroe to which you refer was undoubtedly prepared by President Taylor but I find nothing about sabbaticals in the scanty files for his administration which are on deposit in the library. I have examined the minutes of the Executive Committee of the Board of Trustees through 1909/10 and while a number of leaves of absence were approved, many of them were on account of illness. The one definite statement is found in the minutes of February 1908, which reads as follows: "Resolved that Associate Professors, absent for a whole year, with regular leave-of-absence, be allowed one half of their regular salary, and $150 on account of board, etc. This is to apply to Associate Professors living on the campus." (Note: At this period faculty living on campus were given board and room in addition to the stipulated salary.) In regard to your specific question: (1) I have found no published or unpublished statements of policy other than the trustee minute noted above. . . . (3) My only comment is that this is evidently a subject which needs considerable research! (*From Dorothy A. Plum, Bibliographer, Jan. 25, 1961.*)

The National Research Council study of 1919 includes Vassar College in a group of 37 institutions having a policy of "one year in seven or eight, with half pay."

1919*

50. *Wesleyan University*, Connecticut.

We have not, to my knowledge, any published statements of policy or of practice about sabbaticals before the year 1919. There is nothing I can discover in the latest comprehensive history of Wesleyan now in print, namely Carl F. Price's *Wesleyan's First Century*, published in 1931. We have not been able to discover the exact date of the first granting of sabbatical leave at Wesleyan. . . . I am not at this moment able to tell you when the term "sabbatical" first came into our terminology here, but I venture to say it was before 1919. I am enclosing a faculty booklet that states fully our present policy which is now in its second year. (*From John W. Skaeth, Jr., Dean of the Faculty, Apr. 21, 1961.*)

The National Research Council Study of 1919 includes Wesleyan University in a group of 37 institutions having a policy of "one year in seven or eight, with half pay."

*Or earlier.

1920*

51. *Howard College*, Alabama.

According to the research that our librarian has completed since your inquiry, we find no reference to published or unpublished records on the practice of sabbatical leaves prior to 1917. The earliest date that we can be sure of a sabbatical leave policy that resembles our present policy was 1920. Although we know that faculty members secured leaves of absence for graduate study as early as 1905, we do not know the terms of the leave arrangement. (*From John A. Fincher, Dean, Apr. 7, 1961.*)

The National Research Council study of 1919 says regarding Howard College: "One man per year on half salary."

1924

52. *Clark University*, Massachusetts.

Before 1919 "from time to time in the administration of Clark University individual members of the faculty have been given leaves of absence by special action of the Board of Trustees." The first granting of sabbatical leaves was during 1924–25. A plan of sabbatical leaves at the end of each six-year period of service was in operation from 1924-32. During the depression the University found it necessary to discontinue the plan. The present plan was put into operation in 1951. (*From Marion Henderson, Reference Librarian, Apr. 7, 1961.*)

The National Research Council study of 1919 includes Clark University in a group of 37 institutions having a policy of "one year in seven or eight, with half pay."

1924

53. *Northwestern University*, Illinois.

To our knowledge no such history has been compiled, so that it has been necessary to check through the minutes of the Board of Trustees. . . . We are enclosing the references which we have found.

Board of Trustees Minutes, December 2, 1924: "The Committee on Education recommends that the following principles should guide future action in regard to sabbatical leaves: (1) An application from a Professor, an Associate Professor, or an Assistant Professor for a Sabbatical leave of absence will be given consideration by the Board of Trustees after seven years of service in one or more of these grades, during which the applicant has taken on salary only the normal vacations; (2) . . . (3) . . . (4). . . ." This recommendation was approved by the Executive Committee. (*From Florence Stewart, Archivist, Dec. 21, 1960.*)

The National Research Council study of 1919 says regarding Northwestern University: "Full professors may secure such leave, half to full salary."

1925

54. *Mount Holyoke College*, Massachusetts.

Your letter relating to sabbatical leaves has caused us to review Mount Holyoke's practice. As Monroe, *Cyclopedia of Education*, volume 5, page 240, points out, Mount Holyoke was one of the institutions which in grant-

*Or earlier.

ing leaves tended to allow the difference in salary of the substitute to the professor on leave of absence. Cole is accurate in his history of Mount Holyoke when he states that sabbatical leave was formalized in 1925. Enclosed you will find excerpts from the President's reports from 1904–1905, 1908–09, and 1925–26.

Arthur G. Cole, *A Hundred Years of Mount Holyoke College*, 1940, page 253: "President Woolley frequently urged the value of sabbatical leaves of absence for the physical and intellectual refreshment of members of the faculty. . . . It was not until 1925 that an arrangement for sabbatical leave on half pay for the year, or full pay for one semester, similarly was voted by the trustees."

President's Report, 1925–26: "This year for the first time professors on leave of absence have the advantage of the sabbatical leave granted by the trustees." (*From Flora B. Ludington, Librarian, Dec. 8, 1960.*)

The National Research Council study of 1919 says regarding Mount Holyoke College: "No stated years of residence required. Grants of $250 to $500 to absentees."

Before 1930

55. *Colgate University*, New York.

We regret that in the absence of Mr. Howard D. Williams, the university archivist, who is in Europe on sabbatical leave, we are unable to answer your inquiries of April 3 regarding the history of sabbaticals at Colgate except to say that they were discontinued in [illegible]0 because of the depression and not revived until 1959. (*From Eric von Brockdorff, Assistant Reference Librarian, Apr. 10, 1961.*)

The National Research Council study of 1919 says regarding Colgate University: "No fixed system. As a matter of practice, each member . . . is absent about one year in ten, on full pay for most part."

1930

56. *Syracuse University*, New York.

We have not been able to find nor do we know of any published or unpublished statements before 1919 regarding sabbatical leave at Syracuse University. The first official program of sabbatical leave was established at Syracuse University by Chancellor Charles W. Flint, beginning July 1, 1930. . . . During the 1930–31 scholastic year five faculty members received sabbatical leaves, two of these being for a full year. . . . When the five members of the faculty were granted sabbatical leaves in 1930–31, the announcement stated that these were the first sabbatical leaves granted by Syracuse University. (*From James K. Owens, Archivist, Apr. 14, 1961.*)

The National Research Council study of 1919 includes Syracuse University in a group of 37 institutions having a policy of "one year in seven or eight, with half pay."

1945

57. *College of Wooster*,[12] Ohio.

An extensive search of the records of the Board of Trustees reveals no definite policy on sabbatical leaves during the early years of the College.

[12] Known as University of Wooster, 1866–1914.

. . . An occasional leave was granted but no set policy established, although committees (beginning in 1905) investigated the possibilities of granting "vacations in turn to professors who had rendered long and valuable service to the University." In 1945 the current research and sabbatical leave program was established. (*From Rodney S. Williams, Secretary, Feb. 10, 1961.*)

The National Research Council study of 1919 does not include the College (University) of Wooster in any group, but the 1913 *Cyclopedia of Education* does include it.

1946

58. *University of Colorado.*

You will find enclosed copies of all available printed material concerning University of Colorado faculty leaves. Note that these are in consecutive order and start with the date June 6, 1946. . . . Our information is that prior to 1946 sabbatical leave was a special ruling in each case by the Board of Regents. . . . The Sabbatical granted . . . was merely leave without pay.

[*Enclosure—Bulletin to Members of the Faculty, June 6, 1946*]: "The Regents of the University at their meeting on May 31, 1946, approved the principle of Academic Leave with pay, and made an appropriation therefore of $50,000 for the year July 1, 1946 to June 30, 1947." (*From Lucile Fry, Archivist, in an undated reply to inquiry of Apr. 3, 1961.*)

The National Research Council study of 1919 includes the University of Colorado in a group of 37 institutions having a policy of "one year in seven or eight, with half pay."

1949

59. *Springfield College*,[12] Massachusetts.

The first indication of official "leave with pay" appears in a Faculty Personnel Policy established in June 1943 but no definite plan is stated in that policy. In April 1949 the *principle* of Sabbatical leave was adopted as College policy. A definite policy on Sabbatical Leave was adopted by the Trustees in December 1949 and approved by the Faculty in April 1950. . . . The first Sabbatical leave granted under the new policy was made for the academic year 1950–51. (*From Miss Rhea Vanasse, Secretary, Office of the Academic Dean, Apr. 17, 1961.*)

The National Research Council study of 1919 includes Springfield College (then International YMCA College) with group of five institutions having a policy of "one year in ten, basis of pay various."

1949

60. *Trinity College*, Connecticut.

Trinity College despite your source of information did not, rather does not, have any early development of policy in regard to Sabbatical Leave. I have checked most thoroughly all our Bulletins, manuals of policy of the faculty, over the years. Dr. Glenn Weaver the official historian of Trinity College did not have anything on hand, and Dr. Hughes who has twice been called upon, during his twenty-five years of service, to become acting President of the College. He informed me that the first Sabbatical Leave was

[12] Known as International YMCA College, 1912–54.

granted in 1949. (*From E. E. Eisenlohr, Reference Librarian, Feb. 9, 1961.*)

The National Research Council study of 1919 says regarding Trinity College: "A systematic plan is under consideration." The College is included, however, in the 1913 *Cyclopedia of Education.*

1960

61. *Colorado College.*

I can find no evidence of any formulated sabbatical policy at Colorado College prior to the policy drawn up earlier this year. I am enclosing a copy of that policy. Dr. Charles Mierow, who was President of Colorado College from 1925 to 1934 and on the faculty as early as 1916, advises me that faculty members were sometimes granted a leave of absence but these leaves were usually without remuneration from the College and there was no stated policy, but rather an informal arrangement. (*From Jean Shinew, Reference Librarian, Dec. 9, 1960.*)

The National Research Council study of 1919 does not mention Colorado College. It is included, however, in the 1913 *Cyclopedia of Education.*

Recently

62. *Lawrence College,* Wisconsin.

Lawrence College has never had a sabbatical leave program until the past few years. The policy now is to grant leave with full salary for one semester or half salary for two. (*From Ralph Emerick, Assistant Librarian, May 3, 1961.*)

The National Research Council study of 1919 includes Lawrence College in a group of 37 institutions having a policy of "one year in seven or eight, with half pay."

No system in existence in 1961

63. *California Institute of Technology.*[14]

I have the word of the Secretary of the Board [of Trustees] that the California Institute of Technology never has had and does not anticipate adopting a policy that would grant sabbatical leaves. . . . When a faculty member wishes to undertake research away from the Institute, he may be granted leave to do so. (*From Roger Stanton, Director of Libraries, Apr. 11, 1961.*)

The National Research Council study of 1919 includes Throop College of Technology (to become California Institute of Technology) in a group of 37 institutions having a policy of "one year in seven or eight, with half pay."

No system in existence in 1961

64. *College of William and Mary,* Virginia.

I have contacted Dr. Richard L. Morton, Emeritus Professor of History, who has been with the College since 1920 and is quite familiar with policies of Sabbatical Leave in recent years. Both Dr. Morton and Mr. Ganter, Col-

[14] Known as Throop Polytechnic Institute, 1891–1913; Throop College of Technology, 1913–20.

lege Archivist, confirmed my suspicion that there never was such a policy at William and Mary prior to relatively recent times. . . . It seems that the omission of the College among those having such a policy in 1913 was not an inadvertence and there was, in fact, no such policy here at that time. (*From James A. Servies, Librarian, Dec. 17, 1960.*)

This colonial college was not included in the National Research Council study of 1919 nor in the 1913 *Cyclopedia of Education.*

No system in existence in 1961

65. *Ripon College*, Wisconsin.

Sabbatical leaves here at Ripon seem to be a pleasant illusion today and a fond (perhaps unreliable!) memory of forty or fifty years ago. There have been no bona fide sabbatical leaves granted by Ripon College since 1920. Prior to this time the college does seem to have had something on an informal basis. I have talked with an emeritus professor living here who tells me that he had what he calls a sabbatical in 1910. He says he was given a semester off (perhaps with pay) to do some graduate research in physics at the University of Chicago. There exists no written record of Trustee action in this case. I suspect that it was a verbal arrangement between the President and the faculty member. . . . No published statements of policy or practice in early days at Ripon have come to light at this time. No date of first leave other than the instance mentioned above. . . . There is no present policy concerning sabbatical leaves as such. . . . (*From William R. Brandt, Librarian, Dec. 29, 1960.*)

The National Research Council study of 1919 does not mention Ripon College in any of its groups. It is included, however, in the 1913 *Cyclopedia of Education.*

No system in existence in 1961

66. *Rose Polytechnic Institute*, Indiana.

I have found nothing to indicate that Rose has any definite plan for Sabbatical leave, although "leave of absence" has from time to time been granted. The Rose Chapter of AAUP has, I believe, [made] some recommendations concerning the Sabbatical Leave, but I cannot now say what they are nor do I know whether they were ever adopted. (*From Rev. F. LeRoy Brown, "a retired member of the Rose Polytechnic Institute staff, now writing a history of the college," Dec. 23, 1960.*)

The National Research Council study of 1919 does not mention Rose Polytechnic Institute in any of its groups. It is included in the 1913 *Cyclopedia of Education.*

No system in existence in 1961

67. *Rutgers University*, New Jersey.

Our university does not at the present time have any provision for sabbatical leaves nor to the best of my knowledge has it had any arrangements for sabbatical leave in the past. (*From Richard F. McCormick, Professor of History, Dec. 16, 1960.*)

This colonial college (university) was not included in the National Research Council study of 1919 nor in the 1913 *Cyclopedia of Education.*

No system in existence in 1961

68. *State University of Iowa.*

I am curious about the study which reported that we had a system of sabbatical leaves in 1919. As far as I know we do not now have, nor have we ever had, any system of sabbatical leaves. I have been informed that certain provisions of the present Iowa law make such a system unlikely if not impossible. Our university archivist also reports that we have no history of sabbatical leaves here since they have never been part of university practice. We do have an arrangement known as the research professorship, which gives a faculty member time off from teaching responsibilities to do research work on campus, but leaves of absence are without pay. I am enclosing a photocopy of the pages from the University's handbook for faculty members. As you will note, the last page indicates "the University does not have a policy of sabbatical leaves." (*From Mrs. Julia Bartling, Head, Reference Services, Apr. 12, 1961.*)

The National Research Council study of 1919 includes "University of Iowa" in a group of 37 institutions having a policy of "one year in seven or eight, with half pay."

No system in existence in 1961

69. *Swarthmore College*, Pennsylvania.

The earliest statement I know of in the records of the College is the following from the manuscript Minutes of the Instruction Committee of the Board of Managers for March 12, 1907: "The question of the absence of professors for study arising, it was on motion resolved: that this Committee recommend to the Board of Managers that they approve the policy of granting to the members of the Faculty an occasional year for study on half pay, under the condition that a suitable person can be engaged for such period of absence for the other half or less. . . ." The Board of Managers at its meeting on March 12, 1907, approved this recommendation. . . . I seem to remember from my reading of the Board of Managers' minutes that there were earlier examples of faculty leaves with some compensation, but I cannot locate the references at the moment. I feel quite certain, however, that these leaves were granted on a purely individual basis and were not part of a general policy of the College. Under our present administration there is no fixed and specific policy on sabbatical leave. (*From Frederick B. Tolles, Director of Friends Historical Library, in charge of Archives of Swarthmore College, Apr. 10, 1961.*)

The National Research Council study of 1919 includes Swarthmore College in a group of 37 institutions having a policy of "one year in seven or eight, with half pay."

No system in existence in 1961

70. *University of Akron,*[15] *Ohio.*

Neither the University of Akron nor Buchtel College had any definite system of Sabbatical leave, if you are defining it as a professor's being granted leave every seven years with pay for the purpose of study or travel. (*From Pauline Franks, Reference Librarian, Apr. 25, 1961.*)

The National Research Council study of 1919 includes "Municipal University of Akron" in a group of 5 institutions having a policy of

[15] Known as Buchtel College, 1870–1913.

"one year in seven or eight, absentee provides substitute"; with the supplementary note regarding the University, "To all grades . . . full pay."

No system in existence in 1961

71. *University of Georgia.*

We do not know of any published or unpublished statement of policy and/or practice in the early history of the University of Georgia on the question of sabbatical leave for faculty members. There is no mention in the laws of 1803, those of 1816, or any revisions thereof, up to and including the manual of 1890. The first mention of a leave for a professor for reasons other than illness appears in the Trustees Minutes for 1891 as follows: "Professor W. H. Bocock was granted leave of absence for the session 1892–93 upon the condition that he provide for filling his chair out of his salary during his absence to the satisfaction of the Prudential Committee." Monroe's *Cyclopedia* is mistaken as to the time of abandonment of the policy of granting leaves of absence with a substitute to be paid out of the professor's salary. The *Cyclopedia* was published in 1913 and as late as 1923 leaves were still being granted under that policy. . . . Policy on leaves adopted was in 1940[16] as follows. . . . Dr. Howard R. Smith, a member of the faculty of our College of Business Administration, has made a study of the *Sabbatical Leave in Institutions of Higher Learning.*[17] This unpublished study may be of some help to you in your investigations and he has given us permission to send you a copy. (*From W. P. Kellum, Director of Libraries, Dec. 21, 1960.*)

The National Research Council study of 1919 does not mention University of Georgia. The 1913 *Cyclopedia of Education* says: "A second group of institutions has followed a practice of granting leave by giving to the absent professor the difference between his salary and the amount necessary to employ a substitute. . . . The plan was recently discontinued at the University of Georgia."

No system in existence in 1961

72. *University of Pennsylvania.*

I am afraid I have little to offer in reply to your recent inquiry of December 1. On March 5, 1889, at the request of the Provost, the Trustees asked their committee on the Department of Philosophy, as the Graduate School was then called, to consider "the advisability of giving to instructors every seventh year of their service as a holiday with fixed proportion of their salary." The minutes do not indicate that anything came of this. . . . So far as I know, faculty leaves were arranged on an ad hoc basis. There seems to have been no established University-wide policy. (*From Leonidas Dodson, Archivist, Jan. 5, 1961.*)

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[16] The 1940 rgeulations provided for various types of leaves of absence, but none of them mentioned a 6- or 7-year period of service as a condition for granting them.

[17] Dr. Smith's study, 15 typewritten pages, covered current practices on sabbatical leaves in 66 institutions belonging to the American Association of Collegiate Schools of Business.

The National Research Council study of 1919 includes the University of Pennsylvania in a group of 32 institutions having "miscellaneous leave systems," with the following explanatory note regarding the University: "Applicants must be of professorial grade. Whether man on leave receives full pay, half pay, or none depends upon character of work which he engages in during the leave or upon the purpose for which the leave in granted."

Appendix III

Details of Present Sabbatical Leave Practices of 48 Pioneer Institutions

Purpose

Beloit College

To help refresh and improve faculty members, physically and academically, to better serve the College and cause of higher education.

Boston University

Primarily means of promoting intellectual capabilities of faculty to advantage of University. Scholarly value to the applicant and assistance in promoting better teaching.

Brown University

As a recognition of notable service through teaching and scholarly contributions, and as an aid and inspiration to further achievements.

Carleton College

To carry out project involving productive scholarship which will add materially to the sum total of knowledge in faculty members' particular fields and enrich their teaching.

Colorado State College

To provide opportunities to improve further qualifications of faculty and improve quality of their professional performance.

Columbia University

Not in the interests of the professors themselves, but for the good of university education. University teaching must be progressive—requires a periodical refurbishment of its equipment. This is an intellectual and practical necessity.

Cornell University

For the primary purpose of increasing the value of the professor's further service to the University.

Dartmouth College

To render the recipient more useful to the College. An investment of college funds to increase the efficiency of the teaching force.

Grinnell College

To refresh faculty members and to broaden their experience.

Gustavus Adolphus College

Progress of study that manifestly contributes to the academic effectiveness of the institution such as pre-doctoral or post-doctoral study or research.

Lake Forest College

Activity which will be profitable not only for the individual but also for the College.

Miami University

To engage in activities which will make services of faculty members more valuable to the University.

North Dakota State University

For purpose of undertaking advance study, research, or other pursuit, the object of which is to enable the faculty member to increase his professional efficiency and usefulness to the insitution.

Oberlin College

Designed to contribute to the professional resources and effectiveness of the faculty member and thus to the value of his subsequent services to the College. For the pursuit of scholarship, e.g., for study, research, or publication undertaken to further the solution of pedagogical and administrative problems.

Randolph-Macon Woman's College

For the purpose of encouraging scholarly pursuits which will contribute to one's effectiveness as a teacher.

Simmons College

For study, research, writing, or similar forms of professional activity.

Smith College

For further study and mental refreshment, not for holding another remunerative position elsewhere.

Stanford University

To make it possible for faculty members to engage in activities of professional value that could not otherwise be undertaken.

Tufts University

As recognition of notable service through teaching and scholarly contributions and as an aid and inspiration to further achievements; to contribute to their professional effectiveness and to the value of their later service to the University.

University of Arizona

To keep the faculty member abreast of his field, remain effective in his present position, and render the greatest possible service to the University.

University of California

To give opportunity for study in order that value of recipient's service to the University may be enhanced.

University of Hawaii

On account of distance of 2,000 miles from nearest institution of higher learning, primary aim is to maintain professional competency of the faculty member and enable him to keep abreast of developments in his special field.

University of Illinois

To enable the faculty member to devote full time to study, research, or other activities which will enable him to increase his professional efficiency and usefulness to the University.

University of Kentucky

For advanced study or research, creative work, or approved travel or service abroad in terms of benefits that may accrue to both the individual and the University.

University of Minnesota

To encourage special studies, investigations, and research on the part of faculty members and therby to increase their scholarship and capacity for service to the University.

University of Rochester

To encourage production of scholarly work which would add to the effectiveness and standing of the University.

Wesleyan University

For research, study, writing, or other creative work contributing to the professional refreshment and effectiveness of the recipient as a scholar and a teacher. Not for health or rest, not for general travel, except as they may serve the main purpose.

Williams College

As a means to increase the efficiency of the teacher.

Yale University

To enable the individual to devote his time to scholarly research.

Eligibility: Rank

Professors Only

Beloit College

Associate professors may be considered.

Bowdoin College

Professors and Associate Professors

Amherst College

On higher than annual appointment.

Bryn Mawr College

Others at pleasure of Board of Directors.

Harvard University
If on permanent tenure
Vassar College
Assistant professors may be considered.
Yale University

Professors, Associate Professors, and Assistant Professors
Boston University
Brown University
Columbia University and Barnard College.
Every officer of professorial rank after appointment to rank of assistant professor.
Cornell University
Dartmouth College
Grinnell College
Miami University
Montana State University
Randolph-Macon Woman's College
Smith College
Tufts University
University of Arizona
Preferably.
University of Illinois
University of Minnesota
University of Missouri
University of Rochester
Administrative officers under special circumstances.
Wellesley College
Wells College

All Instructional Ranks
Berea College
Carleton College
Gustavus Adolphus College
Lake Forest College
Must have attained tenure.
North Dakota State University
Oberlin College
Simmons College
Stanford University
University of California
University of Kentucky
University of Utah
University of Wyoming
Wesleyan University
Western Reserve University
Must have attained tenure.
Williams College

Faculty and Academic Staff
Colorado State College
Howard University
Utah State University

Faculty Members Who Have Ph.D. or Equivalent
Ohio Wesleyan University

Faculty Members Whose Rank Is CI–3, R–3, ECA–3, or Higher
University of Hawaii

Eligibility: Period of Service

3 Years
Vassar College
For faculty fellowship: An average of not less than one-half year of leave in 7 years is a reasonable expectation.

5 Years
Ohio Wesleyan University
For faculty fellowship: No particular period must elapse between successive awards, but recency of last award will be considered.

6 Years
Amherst College
Professors or associate professors transferring to Amherst from other institutions which have sabbatical leave systems may count service at the other institution after 2 years or more at Amherst.
Barnard College
Beloit College
In any rank above that of instructor.
Boston University
Bowdoin College
Brown University
Bryn Mawr College
Carleton College
Columbia University
Cornell University
Dartmouth College
Grinnell College
Harvard University
Howard University
Lake Forest College
Montana State College

North Dakota State University
Oberlin College
Randolph-Macon Woman's College
Simmons College
Smith College
Stanford University
Tufts University
As an assistant professor or higher rank.
University of Arizona
As an instructor or higher rank.
University of Hawaii
University of Illinois
As an instructor or higher rank.
University of Minnesota
At least 2 years as assistant professor or higher rank, but service in another institution which has sabbatical leave system may be considered.
University of Missouri
University of Rochester
University of Wyoming
Utah State University
Wellesley College
Wells College
Of professorial rank.
Williams College
May count up to 3 years before securing permanent tenure.
Yale University
For professor, 6 years; for associate professor, 2 years, but will not be eligible for another award until 7 years later, whether still an associate professor or promoted to full professor.

6 Years for Year's Leave, or 3 Years for Semester's Leave
University of California
As assistant professor or higher rank.
Wesleyan University

6 or 9 Quarters
University of Utah
Operates under 4-quarter system; each member of full-time faculty required to teach 3 of the 4 quarters, but paid on 4-quarter basis. A faculty member may arrange for 2 successive quarters of leave by teaching 6 successive quarters. Or every 8 years he may arrange for 3 successive quarters of leave, 2 from one academic year and first quarter of the following academic year.

7 Years
Miami University

20 Full Quarters (3 quarters to the year)
Colorado State College

10 Years or 20 Semesters
Berea College

4, 6, or 10 Years
University of Kentucky
After 4 years, 1 semester leave with half salary; after 6 years, 1 year leave with half salary; after 10 years, 1 semester leave with full salary.

Relation of Retirement to Eligibility

Beloit College
Must be able to teach 2 years after return, before retirement.

Colorado State College
None granted after age 62.

Cornell University
Not granted just before retirement.

Lake Forest College
Not eligible after 60th birthday.

Tufts University
Not normally granted after 60th birthday.

Vassar College
No leave to take effect after 63d birthday.

Wesleyan University
Not eligible during last 3 years before retirement.

Williams College
Not granted within 3 years of retirement.

Other Eligibility Requirements

Colorado State College

Must have proper and satisfactory record of performance as a teacher, as a counselor, and as a citizen in the college community.

University of Wyoming

Not automatic, following the lapse of a stated period of service, but a privilege earned by achievement and promise.

Period of Leave and Salary

1 Year at Half-Salary, or Half-Year at Full Salary

Amherst College
Barnard College
Beloit College
Berea College
Boston University
Bowdoin College
Brown University
Columbia University
Cornell University
Grinnell College
Harvard University
Oberlin College
Randolph-Macon Woman's College
Simmons College
Smith College
Stanford University

Usual plan, but may be three-fourths salary for two quarters or full salary for one quarter.

Tufts University
University of Hawaii
University of Illinois
University of Wyoming
Wells College
Western Reserve University

1 Year at Half-Salary

Bryn Mawr College
Gustavus Adolphus College
Howard University
Miami University
Montana State College
North Dakota State University
Ohio Wesleyan University
University of Minnesota
University of Missouri

1 Year at Three-Fifths Salary, or Half-Year at Full Salary

University of Arizona
Utah State University

1 Year at Two-Thirds Salary, or Half-Year at Full Salary

University of California

For "Sabbatical in Residence," full salary.

1 Year at Three-Fourths Salary, or Half-Year at Full Salary

Lake Forest College
Middlebury College
Williams College

3 Quarters at Half-Salary, or 1 Quarter at Full Salary

Colorado State College

The three quarters need not be consecutive, but may be taken three consecutive summers.

1 or 2 Quarters, Full Salary

University of Utah

See explanation, p. 63.

Special Conditions

University of Kentucky

See explanation, p. 63.

University of Rochester

President and Board of Trustees reserve right to deal with each application individually as regards frequency, length of leave, and portion of salary granted.

Restrictions on Service and Salary

Brown University

Presumed that faculty member is not receiving compensation for services in another institution or organization.

Colorado State College

Shall take no position for pay, except that those working for advanced degrees may have stipends as fellows, interns, etc.

Cornell University
Appropriate activities while on Sabbatical (See full statement as quoted, p. 20).

Dartmouth College
If engaged by an industrial concern, with salary, may not normally receive sabbatical leave salary also.

Grinnell College
If accepts remunerative employment, College is under no obligation to pay sabbatical leave salary unless agreed on in advance.

Oberlin College
Shall not accept remuneration for teaching or other services except under special conditions.

Ohio Wesleyan University
Normally should not accept salary or remuneration, but certain minor income permitted under special conditions.

Simmons College
Not to engage in full-time remunerative employment.

Tufts University
Not to receive compensation in another institution or organization, but does not prevent acceptance of fellowship or grants in aid for advanced study.

University of Arizona
May supplement sabbatical leave salary by fellowship or scholarship grants. In general, may not accept employment otherwise, for pay, but some exceptions indicated.

University of Illinois
No remunerative employment, except for limited number of lectures. But does not apply to acceptance of fellowships and similar grants.

University of Kentucky
No additional remuneration.

University of Minnesota
Not to engage in remunerative employment. But restriction does not apply to certain types of research grants.

University of Wyoming
Amounts received by an individual from fellowships, grants, etc. shall not increase recipient's income above his contract salary at the University. Amounts received in excess of that limit shall be paid by recipient to the University, with due allowance for unusual expenses, adjusted costs of living, necessary travel, and the like.

Wells College
May not receive compensation for regular service at another institution, exclusive of any private or governmental research grants.

Wesleyan University
Not to be used for salaried service elsewhere, except for use of Fulbright and similar grants.

Yale University
Not to engage in any remunerative employment.

Use of Time While on Sabbatical

Beloit College
Any use serving purpose of program. Specifically research and writing, travel, service in government or business.

Brown University
Must spend leave in a manner clearly calculated to contribute to the best interests of the university.

Colorado State College
Must use time in studying for advanced degrees, in taking post-doctoral study or equivalent activities from which the institution will benefit as well as the individual.

Dartmouth College
Investigation and research. Restoration of injured health or threatened breakdown. Travel with definite purpose of value to the institution.

Grinnell College
Ordinarily to be spent away from place of usual residence.

Harvard University
Health, rest, study, or the prosecution of original work in literature or science.

Howard University
Must be used in all cases for professional purposes.

Miami University
In no case for study or creative work of any sort under the tutelage, direction, teaching, or supervision of some other person or persons.

Middlebury College
No restrictions because of the tax-free status of special fund provided for leaves.

Montana State College
For study, approved travel, or rest, as deemed best for the institution.

Mount Holyoke College
Not intended to be used primarily for recreation and recuperation.

Oberlin College
For the pursuit of scholarship, i.e. for study, research, or publication undertaken to further the solution of pedagogical and administrative problems.

Stanford University
Teaching is an acceptable sabbatical activity within limits, but should result in the faculty member returning to the University with new ideas and new experiences, not just worn down with a year of very hard work. Rest is quite appropriate under many circumstances.

Tufts University
Not to be used primarily for purposes of recreation.

University of California
Must remain on the campus, for the special "Sabbatical in Residence." (For special conditions for this unique type of Sabbatical Leave see Appendix II, No. 9, and appendix IV, No. 30.)

University of Illinois
Work toward a graduate degree not permitted.

University of Utah
Time, aside from normal vacation periods, to be devoted to self-improvement such as research and writing, further schooling, or travel.

Vassar College
Leave to work for an advanced degree permitted "only under unusual circumstances."

Wellesley College
May not ordinarily be used to teach in other American institutions.

Yale University
To devote his time to his own scholarly research.

Required Advance Submission of Plans

Beloit College
Berea College
Boston University
Brown University
Colorado State College

For all candidates who do not have doctor's degree.
Cornell University
Miami University

Must show how proposed project will make applicant more valuable to the University.
Ohio Wesleyan University
Randolph-Macon Woman's College
Smith College
Tufts University
University of Illinois
Wells College
Western Reserve University

Formal Approval Requirements

President
Carleton College
Cornell University

President and Board of Trustees
Beloit College
Colorado State College
Oberlin College
Simmons College
Smith College
University of Illinois

President and State Board
Montana State College
North Dakota State University

Department Head, President, and Board of Trustees
Grinnell College

Department Chairman, Dean, Vice-President for Academic Affairs, President, and Executive Committee of Board of Trustees
Boston University

Executive Committee
Bryn Mawr College

Chairman of Department
Barnard College
Columbia University

Special Committee on Sabbatical Leave
Dartmouth College

Research Committee
Miami University
Vassar College

Obligation to Return

For at least one year
Bryn Mawr College
Colorado State College
Cornell University
Miami University
North Dakota State University
Randolph-Macon Woman's College
Simmons College
Smith College
University of Arizona
University of Hawaii
University of Illinois
University of Kentucky
University of Minnesota
University of Wyoming

Indefinite
Lake Forest College
No stated obligation, but assumed.
Oberlin College
Must return and continue in service "for a reasonable time thereafter."
Ohio Wesleyan University
Implied.
University of California
With understanding that recipient will continue his service at the University.
Vassar College
With the expectation that the recipient plans to return for an extended period of service. "This is a purely ethical obligation and shall be recognized as such."

Obligation to Report Upon Return

Amherst College
Written report.
Beloit College
Formal or informal.
Brown University
Detailed report in form suitable for publication.
Grinnell College
Short informal report.
North Dakota State University
To President and State Commissioner.
Oberlin College
File full report, to be considered in request for later leaves, and in possible promotion in rank and salary.
Ohio Wesleyan University
Full reports within three months of return to be used in considering future applications and also promotion in rank and salary.
Tufts University
Detailed report in form suitable for publication.
University of Arizona
University of Hawaii
University of Illinois
Report to be submitted in duplicate. One copy to be referred to Research Board for review.
University of Minnesota
Summary report to President within three months.
University of Rochester
Wells College
Wesleyan University

Appendix IV

Annotated Bibliography
(Arranged Chronologically)

1895

KAGAN, JOSIAH M. Leaves of Absence for Study Abroad. In Publications of New England Modern Language Association. *Report of Second Annual Meeting.* Boston: The Association, May 13, 1895. p. 13–21.

Excellent early statement, but chiefly concerned with secondary schools. Reports conditions in various American cities and in 10 foreign countries.

1904

HARRIS, WILLIAM T. Sabbatical Leave of Absence for Professors. In *Report of the United States Commissioner of Education,* 1904, part II. Washington: U.S. Government Printing Office, 1904. p. 1417–18.

Names seven institutions which had established systems of sabbatical leave and states their pay policies.

1913

BELCHER, KATHERINE F. The Sabbatical Year for the Public School Teacher. *Educational Review,* 45:471–84, May 1913.

Reports early efforts to establish systems of sabbatical leave in various cities and in the normal schools of the State of Washington. Gives details concening plans adopted in six cities in Massachusetts and New York; earliest at Cambridge, Mass., in 1896. Quotes President Garfield of Williams College on values of sabbatical leave system "recently established there."

1913

MONROE, PAUL. *ed.* Sabbatical Leave in University, College, and School. In *Cyclopedia of Education.* New York: Macmillan Co., 1911–15. Vol. 5, p. 240–41.

Names 32 institutions of higher education which had some type of sabbatical leave in 1913. For further details see Appendix I.

1916

KIRKPATRICK, E. A. Sabbatical Year in State Educational Institutions. *School and Society,* 3:783–84, May 27, 1916.

Brief report of postcard questionnaire returns from State institutions in all States. Of 95 institutions, 32 (in 24 States) stated that sabbatical leave was granted either regularly or occasionally.

1919

BARROWS, ALBERT L. Sabbatical Leave. In *Report Upon a Questionnaire Concerning the Organization and Facilities for Research Issued by Division of Educational Relations of the National Research Council.* Washington: The Council, December 1919. 105 p. (mimeograph). p. 21–35.

Albert L. Barrows was secretary of the Council, but his name does not appear on the report. It is attributed to him by Otis E. Randall, 1923, and elsewhere. A single confidential copy is in the archives of the Council, whose officers do not know of existence of any other copy. Two-page summary of it in *Association of American Colleges Bulletin,* 9:189–191, April 1923. Earliest known questionnaire study on national basis, sent to 580 institutions, with replies from 311, of which 230 answered questions on sabbatical leave. For further details see Appendix I.

1922

RANDALL, OTIS E., *Chairman.* Report of the Commission on Sabbatic Leave. *Association of American Colleges Bulletin,* 8:104–18, March 1922.

Reviews earlier studies in the field. Summarizes 328 replies to questionnaires sent to 590 institutions. Finds that 58 had an "official policy of sabbatic leave," and that 70

more reported it "as practice in special cases." States 17 inferences and generalizations "for consideration and discussion." Conclusion: "The question of sabbatic leave is of far greater importance to the college world than many of us have been inclined to think."

1923

RANDALL, OTIS E., *Chairman*. Report of the Commission on Sabbatic Leave. *Association of American Colleges Bulletin*, 9:188–202, April 1923.

Review of his 1922 report and elaboration of it. Includes 2-page summary of Barrows' report of National Research Council (1919, above). Barrows' report says 99 institutions have systems of sabbatical leave, while Randall's summary of it says 102. Perhaps three institutions, replying late to the Council's questionnaire, were included in summary sent to Mr. Randall. Gives summary of report by Dean W. W. Beyer of Iowa State College "made some time ago" based on "correspondence with a selected list of colleges and universities." Quotes extensively from statements by several college and university presidents. Gives several sets of existing regulations for sabbatical leave. Presents for consideration and possible adoption 12 "conclusions and recommendations as expressing the opinion of the Association concerning the question of sabbatical leave." After discussion, the report was adopted.

1923

BLAISDELL, THOMAS G. The Small College and the Sabbatical Year. *School and Society*, 18:589–90, November 17, 1923.

Describes plan adopted at author's suggestion by a small college in the Middle West of sabbatical leave for one faculty member each year.

1924

RANDALL, OTIS E., *Chairman*. Report of the Commission on Sabbatic Leave. *Association of American Colleges Bulletin*, 10:137–140, May 1924. (Also in *AAUP Bulletin*, 10:210–212, April 1924.)

Brief comments on previous reports (1922, 1923). "We are of the opinion that further study of the matter for the present at least is unnecessary."

1925

SCOTT, FRED N., *Chairman*. Committee on Systems for Sabbatical Years. *AAUP Bulletin*, 11:90–91, February 1925.

"To begin this inquiry with a questionnaire is a doubtful policy." Refers to and summarizes previous questionnaire studies. Suggests collection of pertinent data from educational bulletins, college catalogs, and other published sources; study of men actually on sabbatical leave; and study of equivalent plans, if any, in British and European universities.

1927

LEMON, A. C. The Leave of Absence in Universities and Colleges. *Journal of Educational Research*, 16:210–212, October 1927.

Report of questionnaire sent to 80 institutions of various sizes and types. Replies received from 75, of which 43 granted leave, under various conditions, with some form of financial aid.

1928

LINSCHEID, ADOLPH. *In-Service Improvement of the State Teachers College Faculty*. New York: Bureau of Publications, Teachers College, Columbia University, 1928. 100 p. (Teachers College Contributions to Education, No. 309).

Ph.D. dissertation at Teachers College. Section "Leaves of Absence" (pp. 25–30) reports details regarding sabbatical leave in 27 of 55 institutions studied.

1929

MEYER, ARTHUR W. Leave of Absence in American Universities. *School and Society*, 2:356–60, September 4, 1929.

Analysis of returns from 61 institutions, of which 24 had regular plans of sabbatical leave. Gives numerous examples of variations in practice.

1931

CAMPBELL, OSCAR J., *Chairman*. Systems of Sabbatical Leave. *AAUP Bulletin*, 17:219–234, March 1931. (Also, Two Corrections, *AAUP Bulletin*, 18:306–07, April 1932.)

A very detailed report on questionnaires sent in May 1930 to all institutions on the accredited list of American Council on Education. Replies received from 419 institutions, of which 185 reported systems of sabbatical leave. Names and various details concerning their systems given for each institution, arranged in four groups: State universities, endowed universities, colleges, and teachers colleges. States four conclusions.

1931

COOPER, LEWIS B. *Sabbatical Leave for College Teachers*. 1931. (Abstract in *University of Florida Publications*,

February 1932, Education series, vol. 1, no. 1, 88 p. Briefer abstract in University of Cincinnati, *Graduate Theses in Education, 1927–1931*, p. 41–63.)

Unpublished Ph.D. dissertation at University of Cincinnati. Based chiefly on returns from 844 higher educational institutions, of which 40 percent reported systems of sabbatical leave. Chapter II, "Historical Setting and Development," (pp. 8–13 of University of Florida abstract). Bibliography of 108 titles, of which two-thirds deal with sabbatical leave in public school systems rather than colleges and universities.

1932

BENNETT, HENRY G., *and* SCHILLER SCROGGS. Sabbatical Leave. *Journal of Higher Education*, 3:196–99, April 1932.

Report of extensive questionnaire study of 268 public and private institutions of higher education, of which 115 granted some type of sabbatical leave. "Sabbatical leave in publicly controlled institutions of higher education is for the most part a recent development which has not grown far in acceptance. . . . Eighty-seven replies gave the length of establishment of the practice a range of from 1 to 30 years. The median was 7 years."

1932

YOUNG, HENRY F. *Sabbatical Leave for Public School Teachers in the United States.* 1932. (Abstract in University of Cincinnati, *Graduate Theses in Education, 1931–1936*, pp. 234–49.)

Unpublished Ph.D. dissertation at University of Cincinnati. Has occasional references to sabbatical leave in higher educational institutions. Bibliography, 20 titles, earliest about 1900.

1936

CAMPBELL, DOAK S., *and* MONA L. LYON. Practice Regarding Leave of Absence in Southern Higher Institutions. *Peabody Journal of Education*, 14:74–79, September 1936.

Reports on 12 institutions of 117 having policies of regular sabbatical leave. Gives data on 647 faculty members who had taken such leave from these 12 institutions.

1937

SCHRAMMEL, H. E. Length of the Employment Year and Sabbatical Leaves of Absence in Teachers Colleges. *School and Society*, 45:454–56, March 27, 1937.

Gives names of 11 institutions from 29 queried which had systems of sabbatical leave.

1937

HAGGERTY, MELVIN E. Leaves of Absence. In *The Evaluation of Higher Institutions, vol. II, The Faculty.* Chicago: University of Chicago, 1937.

Part of the report of the Committee on Revision of Standards of the North Central Association. States causes which tend to "reduce a faculty to routine and thus to mediocrity," and resultant need for systems of sabbatical leave. Finds that "in less than a fourth of the [57] colleges studied is there an acceptable plan for sabbatical leave definitely incorporated in administrative policy and adhered to. . . . 'Chaotic' seems the only appropriate term to describe prevailing practice. . . . Even where an acceptable plan exists, some means appear to be required to render its operation effective."

1940

HUGHES, RAYMOND M. *A Manual for Trustees of Colleges and Universities.* Ames, Iowa: Collegiate Press, 1940. 166 p.

Contains good brief discussion of advantages of sabbatical leave and variations in types of it. (pp. 86–88).

1946

BOSLEY, HOWARD E. *The Administration of Faculty Personnel in State Teachers Colleges.* Oneonta, N.Y.: American Association of Teachers Colleges, 1946. 134 p.

Discusses sabbatical leave (pp. 117–19), stating that 40 of 107 teachers colleges studied had some form of sabbatical leave. Earliest one adopted in 1917; half of them adopted since 1930.

1947

REUBSAM, EDITH. Sabbatical Leave in Land-Grant Institutions. *AAUP Bulletin*, 33:717–720, Winter 1947.

Finds sabbatical leave granted in 29 of 52 institutions studied. Reports conditions for granting, length and frequency, compensation, obligation to institution, and purposes to be achieved.

1948

LLOYD, R. GRANN, *and* GEORGE H. WALKER, JR. Sabbatical Leave in Negro Colleges and Universities. *School and Society*, 68:190–191, September 18, 1948.

Of 102 institutions queried, 56 responded, 20 of which had plans of sabbatical leave.

1950

WOODBURNE, LLOYD S. *Faculty Personnel Policies in Higher Education.* New York: Harper & Bros., 1950. 201 p.

Discussion of wisdom and costs of policy of sabbatical leave (pp. 135–141). Doubts its desirability. See also volume by same author below, published in 1958.

1951

KESSELL, W. G., *and* PAUL F. MUSE. A Study of Sabbatical Leave in Teacher Training Institutions. *Teachers College Journal,* 22:70–71, January 1951.

A study of 50 teachers colleges, of which 20 had systems of sabbatical leave.

1951

Recurrent Long Leave for University Teachers. *Nature* (London) 168: 509. September 22, 1951.

Report of a study by International Association of University Professors and Lecturers of Great Britain. Finds existence of systems of sabbatical leave in 22 countries (names given) of 37 studied. "It is in the British Commonwealth of Nations and in the United States that the practice is most firmly rooted."

1952

MILLER, M. G., *and others.* Sabbatical Leave for Workers: We've Tried It. *Rotarian,* 8:26–28, August 1952.

Six answers to question: "Would this plan work in business and industry?" from industrialists in United States, Canada, England, and New Zealand. Four are negative, one neutral, and one affirmative.

1952

DEUTSCH, MONROE E. *The College from Within.* Berkeley and Los Angeles: University of California Press, 1952. 232 p.

Devotes one chapter to "Sabbaticals—A Chance to Advance Knowledge" (pp. 96–101). A strong statement of research purposes. Outlines plan of new supplementary "Sabbatical in Residence" recently introduced at University of California.

1952

HABTUNG, BRUNO. *A Study of the Economic Status of the Professor in American Colleges and Universities.* Washington: Catholic University of America, 1952. ix, 141 p. (Abstract published by Catholic University of America Press as *Studies in Economics, Abstract Series,* vol. no. 3, 1952. Chapter III, "Sabbatical Leave"—p. 74–79 of dissertation, p. 13 of abstract).

Ph.D. dissertation. Chiefly a review and summary of earlier studies of sabbatical leave.

1952

MCVEY, FRANK L., *and* RAYMOND M. HUGHES. *Problems of College and University Administration.* Ames, Iowa: Iowa State College Press, 1952. 326 p.

Brief discussion of values and problems, especially financial ones, connected with sabbatical leave (pp. 161–63).

1954

HEIGES, RALPH E. On Sabbatical Leave. *Peabody Journal of Education,* 82:6–8, July 1954.

Discusses values only. "Study, travel, and the restoration of health—these three comprise a sabbatical leave—but the greatest thing will be to return to the job."

1954

MAUL, RAY. Encouragement to Further Study. *NEA Research Bulletin,* 32: 176–79, December 1954.

A study of 679 individuals in 344 degree-granting institutions. Length of service required to become eligible for leave for advanced study: 40 percent after 6 years; 20 percent after 7 years; 9 percent after 3 years; 7 percent after 10 years.

1955

KIRSCHENBAUM, LEO. A Gloss on Regulations Governing Sabbatical Leaves of Absence (With Apologies to W. S. Gilbert). *AAUP Bulletin,* 41:693–95, Winter 1955.

Satirical verse on regulations for sabbatical leave.

1955

LAYCOCK, FRANK. . . . And One to Grow On. *AAUP Bulletin,* 41: 733–741, Winter 1955.

Personal report of value of a year of sabbatical leave spent at University of Chicago under the auspices of the Ford Foundation.

1956

BURKMAN, JOEL A. *A Report on Sabbatical Leave Provisions in Colleges and Universities in the United States.* Sacramento, Calif.: California State Employees' Association, December 19. 1956. 7 p.

Based on returns from random sample of 209 publicly supported and 28 privately supported institutions, of which 137 had systems of sabbatical leave. Results are tabulated for seven sizes of institutions by years of service required, percentage of salary furnished, academic ranks eligible, and limitations on number eligible.

1957

DEES, BOWEN C. Opportunities for Faculty Study in Engineering. *Journal of Engineering Education*, 47:558–64, March 1957.

Brief consideration. "Sabbatical leave policies in our colleges and universities leave much to be desired."

1957

MCCORDOCK, R. STANLEY. *Report on Sabbatical Leave Programs in American State Universities.* Bowling Green, Ky.: Bowling Green State University Chapter of American Association of University Professors, May 15, 1957. 11 p. (mimeograph).

Statements, in paragraph form, of sabbatical leave policy, or lack of it, for institutions in each State.

1957

OLIVER, WILLIAM W. Sabbatical Leave Travel Expense and the Federal Income Tax. *AAUP Bulletin*, 43:507–11, September 1957.

Discusses deductibility of travel expenses from income tax returns.

1958

STICKLER, W. HUGH. *A Survey of Sabbatical Leave Policies and Practices in State Universities and Land-Grant Institutions, 1957–1958.* Tallahassee, Fla.: Florida State University, January 1958. 16 p. mimeograph. (Summary in *Higher Education*, 14:118–119, March 1958.)

Based on collection of extensive data from 71 institutions, 45 of which had systems of sabbatical leave. Most common form, 1 year at half salary. Plans and conditions summarized. For summary, see pp. 22–23.

1958

COPE, HAROLD C. Fringe Benefits and Prestige Items. *College and University Business*, 25:35–37, August 1958.

Summary of questionnaire responses from 67 small colleges, 40 of which had some type of sabbatical leave; 3 had it for administrators.

1958

A Sabbatical Leave on Full Salary. *School and Society*, 86:421–22, November 22, 1958.

Adoption of plan at Dickinson College (Pa.) for leave every 10 years with full salary.

1958

BOKELMAN, W. ROBERT. *Higher Education Planning and Management Data, 1957–58: Salaries, Fringe Benefits, Tuition and Fees, Room and Board* (Circular No. 517). U.S. Department of Health, Education, and Welfare, Office of Education. Washington: U.S. Government Printing Office, 1958. vi, 102 p.

Under one of the "fringe benefits" reports frequency of sabbatical leave in 448 publicly controlled and 704 privately controlled institutions for various groups of faculty members and administrative officers (pp. 56–59).

1958

WOODBURNE, LLOYD S. *Principles of College and University Administration.* Stanford, Calif.: Stanford University Press, 1958. 198 p.

Discussion of wisdom and costs of policy of sabbatical leave (pp. 60–62). Similar to volume by same author published in 1950.

1959

MURPHY, RICHARD. Sabbaticals and Fringe Benefits. *Quarterly Journal of Speech*, 45:99–104, February 1959.

Of 175 colleges and universities having active speech programs, 115 reported some type of sabbatical leave; 41 of them are classified as "automatic" in their operation.

1960

CLOWARD, MCRAY. *The Sabbatical Leave in Utah Institutions of Higher Learning.* 1960. 473 p. (Abstract in *Dissertation Abstracts*, 21:510–11, September 1960.)

Unpublished doctoral dissertation at George Peabody College for Teachers. Based on questionnaire returns from 676 faculty members and 59 administrators in 10 institutions, and on personal interviews with 20 administrators and 127 faculty members.

1961

MARSEE, STUART E. Sabbatical—Full or Half Salary. *Junior College Journal*. 31:333–36, February 1961.

Gives text of 12 rules for sabbatical leave that "were adopted and are working effectively" at El Camino Junior College (California). Unfortunately, the introductory sentence is far from true: "Every college has some type of sabbatical leave program."

1962

EELLS, WALTER CROSBY. The Origin and Early History of Sabbatical Leave. *AAUP Bulletin*, 48:253–256, September 1962.

A summary of some of the principal features of the present monograph.

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